

2025 Sharing Information on Progress (SIP) Report

Audencia Nantes School of Management

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About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nationssupported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).

Antonio Guterres

Secretary-General (2017 - Present)
United Nations

"

Principles of PRME



Purpose

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



Values

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



Teach

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



Research

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



Partner

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



Practice

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



Share

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

The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.









































Getting Started

This section provides foundational information about Audencia Nantes School of Management, including key details and basic institutional data.

Mission

Audencia trains and coaches innovative and responsible managers with interdisciplinary skills so they can make a positive contribution to the major challenges facing our organisations, societies and planet. In co-creation with our stakeholders, Audencia produces and disseminates knowledge that impacts the content of our educational programmes, company practices and society as a whole.

Supported by an ambitious development plan, our new strategic plan is built upon our research activities, academic programmes, innovative projects and the collaboration of our stakeholders. As a result, Audencia is committed to impact the following three major challenges over the next five years:

- The creation and use of responsible information and technology
- The development and adoption of managerial approaches that promote inclusiveorganisations and societies
- The design and implementation of sustainable business models and growth (with a focus on carbon neutrality objectives)

Vision

Audencia aims to invent a new business school model - a more responsible model, training and inspiring "citizens of the world", who decisively share humanistic values and are understand that our destiny is interconnected.

"The goal is not to become the best school in the world, but to be a better school for the world, and to be recognized as such nationally and internationally."

Transformative initiatives based on four main objectives

- Objective 1: The creation of Gaïa, Audencia's School of Ecological and Social Transition
 - Objective 2: Holistic multidisciplinarity
 - o Objective 3: Development for greater impact
 - o Objective 4: A new organizational alignment

Three strategic challenges

- Creating and transforming business and development models in line with the ecological and social transition
 - Financing and managing the ecological and social transition
 - Developing human resources for the ecological and social transition

Strategy

Strategic plan ECOS 2025

Named ECOS 2025, in reference to the ancient Greek word for "home, our EARTH", and therefore by extension society as a whole, Audencia's new strategic plan is built around a guiding principle of reinventing performance measurement and 4 main objectives that serve a common goal: to support the virtuous transformation of individuals, organizations and society.

PS_2021-2025_UK-short

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Strategy Alignment

Strategy Alignment

Audencia, which has been a signatory of the Global Compact since 2004 and the Principles for Responsible Management Education (PRME) since 2007, has renewed its commitment to these United Nations initiatives. As an active member of the PRME Champions since 2014, the school has won recognition in France and abroad for its role as a precursor in the fields of Sustainability & Corporate Social Responsibility (S&CSR).

In 2024, Audencia strengthened its S&CSR governance by making it one of its most important strategic priorities. Such governance, driven by the general management and broader representativeness of internal and external stakeholders, quarantees better overall and operational consideration of societal and environmental issues.

To structure its action and maximize its impact, Audencia uses an approach based on five strategic vectors:

- Strategy and governance
- Teaching and training
- · Research and innovation
- Environment and decarbonization
- · Social policy and quality of working life

These five vectors result in concrete action plans, with precise objectives and metrics, in order to ensure transparent and thorough measurement of the real impact of the initiatives implemented. Audencia commits to educating its students in the stakes of ecological and social transition by including these themes in all its fields of teaching, whether they are cross-disciplinary or specific to a single discipline. The aim is to provide them with the necessary professional and personal skills to

become enlightened citizens, capable of making responsible decisions that are adapted to tomorrow's challenges. Gaia, which is Audencia's ecological and social transition school, embodies this ambition by putting forward innovative teaching content dedicated to transition issues.

In academic terms, Audencia's faculty develops useful and impactful research, focused on three areas of excellence:

- 'Creating and transforming business and development models in line with ecological and social transition':
- · 'Financing and steering ecological and social transition';
- 'Developing and supporting people for ecological and social transition'.

By fully integrating these major stakes, Audencia helps businesses and society to create sustainable value.

To ensure consistency, Audencia is aligning its teaching, research and internal running, particularly through deployment of a low carbon strategy aimed at decarbonizing its activity.

Lastly, Audencia commits to cultivating an inclusive and fair climate for its entire community, by means of an active social policy that combines combatting all forms of discrimination and valuing each person's uniqueness.

As a result, Audencia is determined to have a strong and lasting impact on the academic world, students, businesses and society. By training tomorrow's leaders, transforming economic models and putting environmental and social performance on the same level as economic performance, the school actively contributes to a fairer and more tenable future.

Institutional History

A little bit of history

Founded in 1900 in Nantes, Audencia - formerly ESC Nantes, whose name derives from the Latin "audientia" meaning "to listen" and "audacia" meaning "audacity" - has established itself as one of Europe's leading management schools with its first EQUIS accreditation in 1998.

2004

Audencia joins the United Nations initiative

Audencia joins the United Nations initiative that brings together companies, labor and civil society around ten universal principles related to human rights, labor standards and the environment.

The school becomes the 1st management school in France to join the Global Compact.

Since then, Audencia has continued to develop and apply its CSR expertise, integrating it into its research, teaching and internal management.

2020

Audencia becomes one of 30 schools worldwide to be included in the Positive Impact Rating. Launch of a new initiative called "Daring Together", in which students, alumni, professors-researchers, staff and partners participated in a collective reflection process that enabled the co-creation of the ECOS 2025 plan.

2020 also marks the EQUIS, AACSB and AMBA re-accreditation for the school for a maximum period of 5 years.

2021

Audencia launches its strategic plan "ECOS 2025"

As a result of the "Daring Together" initiative, more than 200 people representing the Audencia ecosystem were led:

- To guestion the school's certainties,
 - To search for new and innovative opportunities,
 - To reinvent itself and place the school's horizon at the intersection of the humanities and responsibility.

With this strategic plan, Audencia remains true to its roots, DNA and history while working for the common good of society. It does not aim to be the best school in the world, but to be a better school for the world, and to be recognized as such in the national and international scene.

More information

Graduates & Enrollment

2024 Statistics	Number
Graduates	2175
Faculty & Staff at the University	0
Faculty & Staff at the Institution	540
Student Enrollment at the University	0
Student Enrollment at the Institution	8500
Undergraduate Attendance	2775

2024 Statistics	Number
Masters-Level Postgraduate Attendance	5519
Doctoral Student Attendance	0
Certificate, Professional Development, or Continuing Education Attendance	495

Degrees Offered

Bachelor Programs

Bachelor of Business Administration (B.B.A.)

Masters Programs

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



Purpose

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

Letter of Commitment

Letter renewing commitment to the United Nations' Global Compact and PRME

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Sébastien TRAN Dean of Audencia



ACTIVITY REPORT S&CSR 2025 -



Definition of Purpose

Audencia commits to educating its students in the stakes of ecological and social transition. In academic terms, Audencia's faculty develops useful and impactful research. To ensure consistency, Audencia is aligning its teaching, research and internal running, particularly through deployment of a low carbon strategy aimed at decarbonizing its activity and an inclusive strategy.

Institutional Engagement

of faculty at Audencia Nantes School of Management actively 51% - 75% contribute to our work with PRME, advancing respo contribute to our work with PRME, advancing responsible development challenges through their work.



Values

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

How We Define Values

One of Audencia values is the responsibility to affirm our difference. Responsibility is a fundamental commitment of Audencia, a pioneer in this field. It consists of partnerships with the school's various stakeholders and is reflected in research, teaching and the way the institution operates.

Who Champions Responsible Management Education at Our Institution

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

Student Voices

The following narratives demonstrate how Audencia Nantes School of Management has influenced students' academic journey and personal growth.

Interview with Nicolas GAUDARD

Please find a link to interview with Nicolas GAUDARD, a student in the Specialsed Master program 'Actor for Ecological Transition'

https://www.audencia.com/temoignages/nicolas-gaudard-engage-dans-la-decarbonation-du-littoral

Interview with Imen Dammak

Please find a link to interview with Imen Dammak, a student in the Specialised Master program 'Actor for Ecological Transition'

https://www.audencia.com/temoignages/imen-dammak

Student Awareness

26% - 50% of students at Audencia Nantes School of Management are aware that we are a PRME Signatory Member.

Student Engagement

of students at Audencia Nantes School of Management 51% - 75% actively contribute to our work with FRIVIL, advancing runs, or addressing sustainable development challenges through their

Values Voices

City Project -Nantes Métropole x Audencia

5 days. 27 students from Audencia's MSc in Management for Sustainable Business.

A major challenge: rethinking urban logistics alongside Nantes Métropole.

A whirlwind of creativity, commitment, and hard work to design sustainable solutions for complex issues.

An exemplary collaboration between the local territory and young talents to build the city of tomorrow.

LinkedIn Post from our permanent faculty and external lecturers about the project.

https://www.linkedin.com/posts/anne-launois-7598992_design-sprint-mediacampusactivity-7312501637250514946-Er4N/?

utm_source=share&utm_medium=member_desktop&rcm=ACoAAALKTlEB8JQhGyjlpta9Ndl0tZn7rBz7 ptc

https://www.linkedin.com/posts/cathymasson_Top-depart-pour-le-Citactivity-7310036525113589761-qcRO/?

utm_source=share&utm_medium=member_desktop&rcm=ACoAAALKTIEB8JQhGyilpta9Ndl0tZn7rBz7 ptc

https://www.linkedin.com/posts/cathymasson_cityproject-urbanlogistic-innovationactivity-7312156317161259009-3_YF/?

utm_source=share&utm_medium=member_desktop&rcm=ACoAAALKTIEB8JQhGyilpta9Ndl0tZn7rBz7 ptc

Nature! Voices of teaching & research, with Jennifer Goodman

Audencia Knowledge Hub is once again teaming up with the CARES group to present Nature!, our new video series, highlighting other voices to discover.

Our goal remains the same: provide a space for Audencia professors and researchers to share their work and engage in dialogue within the library through a roundtable discussion.

<u>CARES community</u> (Community for Action and Research on the Environment and Societies) brings together more than 50 Audencia faculty members and researchers and focuses on environmental and social issues in the field of management. This semester, we are addressing the topic of nature. Through this series, we will explore the work being done at Audencia and its impact within the school and beyond.

https://knowledge-hub.audencia.com/index.php? lvl=cmspage&pageid=4&id_article=500&lang_sel=&lang_sel=en_UK

Women! Voices of teaching & research

Women! Voices of teaching & research

On the eve of International Women's Rights Day 2025, the Knowledge Hub hosted its first conference, entitled Women!: Voices of teaching & research.

The project was born out of a desire to showcase the work of Audencia's teacher-researchers within the Knowledge Hub. It began last summer, with the idea of taking advantage of the Knowledge Hub's space to create a place for exchange and reflection. We then produced the Women! video series, which you can <u>find here</u>, as a prelude to the March 7 meeting.

Five interviews to explore different perspectives

Five teacher-researchers shared their perspectives in a series of video interviews, each focusing on a key aspect of their academic research and academic experience:

- · Natalia Vershinina about gender in business,
- Claire Champenois and the question of pedagogy,
- · Yuliya Shymko on leadership,
- · Christine Naschberger and the perception of women's bodies at all ages,
- Nil Gulari and her art-inspired methodology.

All 5 meetings are available on Youtube right here!

This first meeting highlighted the research being carried out on subjects close to our hearts: gender dynamics, sisterhood and leadership. Through rich and engaging discussions, our speakers shared their work and perspectives, offering students and collaborators an opportunity to discover the diversity of thinking taking place within the CARES research group.

https://knowledge-hub.audencia.com/index.php?lvl=cmspage&pageid=4&id_article=467

Celebrating Values

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

CARES: Community for Action and Research on Environment and Societies

CARES: Community for Action and Research on Environment and Societies

CARES brings together over **50 faculty members** from all departments at Audencia who are engaging with **environmental and social issues in management** in their research and teaching.

Recognizing that grand challenges are complex and reach across disciplinary boundaries, CARES aims to develop and diffuse diverse expertise around **key issues embodied in the UN Sustainable Development Goals** and beyond. CARES offers a space to:

- · share the most recent scholarly research by faculty and invited researchers
- stimulate inclusive, transversal and multidisciplinary discussion
- explore tricky topics and experiment with unusual ideas
- welcome external experts from different disciplines such as psychology, law, policy, geography and beyond
- pick up weak signals about emerging challenges in a rapidly changing world
- · identify potential datasets and collaborators for research projects
- · connect research to teaching and wider societal impact

Visit CARES website to learn more about its activities.

https://www.audencia.com/en/our-business-school/csr-vision-commitments/csr-in-our-research/cares



Teach

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

How We Define Teach

Convinced that entrepreneurs and managers must integrate the challenges of ecological and social transition into the heart of business models, strategies and management practices, Audencia implements teaching that enables all students to develop the knowledge and skills to become actors in these transformations. Drawing on the expertise of its faculty and the members of its CSR Strategy Committee, the school ensures that all its programs and courses are aligned with the 17 Sustainable Development Goals of the United Nations and that they develop the skills to have a positive impact on individuals, businesses and society.

Teaching Awards

In 2024, 1 award was given to faculty and educators at Audencia Nantes School of Management.

№ 2025 PRME Education Award

Granter: PRME

Grantee: Céline Del Buccia, Michaël Roux, Julien Vey

Award Description:

The 2025 PRME Education Awards celebrate exceptional contributions across six thematic areas: Teaching & Pedagogy, Research, Outreach & Partnership, Student Engagement, Leadership, and Organizational Practices. Winning submissions demonstrated a clear integration of the Sustainable Development Goals (SDGs), alignment with one or more of PRME's Principles, and recognition at either the institutional or broader level. Their work emphasized student skill development, offered insights relevant across diverse contexts, and showed measurable impact both inside and outside the classroom. The awardees exemplify what's possible when educators thoughtfully integrate the SDGs and Principles of PRME into teaching, research, leadership, and institutional practice. Their efforts have not only elevated student learning and skill development but also contributed to a more sustainable, inclusive, and globally relevant model of business education. By celebrating these leading examples, PRME aims to inspire continued innovation and shared learning across its global network.

Educator Recognition

At Audencia Nantes School of Management, we recognize educators for quality of teaching in the following ways:

- Annual teaching excellence awards
- Course evaluation scores
- Faculty promotion and tenure consideration

Institutional recognition events

Teaching Voices

The following statement demonstrates ways in which educators at Audencia Nantes School of Management support sustainability and responsible management in their classrooms.

MSc Managing for Sustainable Impact students visiting Les Alchimistes - Organic Waste Compost Company

https://www.linkedin.com/posts/activity-7369029660195733505-hYCZ/? utm_source=share&utm_medium=member_ios&rcm=ACoAAALKTlEB8JQhGyjlpta9Ndl0tZn7rBz7ptc

○ Fostering Innovation



To a great extent

Teaching and learning at our institution strongly foster innovation.

○ Experiential Learning



To a great extent

Teaching and learning at our institution strongly encourage experiential learning.

○ Learning Mindset



A lot

Our institution supports a lifelong learning mindset significantly through teaching and learning.

○ Method of Teaching and Learning



In person

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

Barriers to Innovative Curriculum

In 2024, Audencia Nantes School of Management identified the following barriers to innovating, updating, or taking risks in existing curriculum:

- Accreditation constraints
- Assessment challenges
- Budgetary limitations
- Curriculum inertia
- Faculty expertise gaps
- Resource allocation challenges
- Risk aversion
- Time constraints

Barriers to Innovative Pedagogy

In 2024, Audencia Nantes School of Management identified the following barriers to innovating, updating, or taking risks in existing pedagogy:

- Time constraints
- Technology gaps
- Student engagement concerns
- Risk aversion
- Resistance from students
- Resource constraints
- Overloaded faculty
- Classroom infrastructure limitations
- Change resistance
- Budget constraints
- Assessment rigor concerns
- Accreditation limitations
- Administrative hurdles



Research

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

How We Define Research

Research at Audencia aims to create knowledge that has an impact for the school's stakeholders: students, the scientific community, businesses and civil society at large. Research conducted at Audencia aims in particular to contribute to the ecological and social transition, a major focus of the ECOS 2025 strategic plan.

Research vs Research for RME/Sustainable Development

191

Peer-reviewed articles were published by Audencia Nantes School of Management from this past calendar year.

vs 124

Peer-reviewed articles were published by Audencia Nantes School of Management from this past calendar year in support of RME.

Research Funding

In 2024, Audencia Nantes School of Management was awarded funding for research that is:



Socializing Research

In 2024, Audencia Nantes School of Management contributed research findings to:

- Community organizations
- Government and policy makers
- Industry and business networks
- International media
- Local media
- National media
- Open-access platforms

Research Barriers

In 2024, Audencia Nantes School of Management identified the following barriers to conducting research related to sustainability and/or responsibility:

- Administrative barriers
- Collaboration challenges
- Data access and management
- Ethical concerns
- Funding challenges
- Institutional policies and bureaucracy
- Methodological limitations
- Participant recruitment
- Publishing barriers
- Regulatory and legal restrictions
- Research impact and application
- Retention and engagement
- Skills and expertise gaps
- Technology and resource access
- Time constraints



Partner

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

How We Define Partner

Audencia aims to create knowledge that has an impact for the school's stakeholders: students, the scientific community, businesses and civil society at large through various partnerships with local and international actors.

Institutional Partnerships

- AACSB (Association to Advance Collegiate Schools of Business)
- AMBA (Association of MBAs)
- EFMD (European Foundation for Management Development)
- Financial Times
- Local institutions and associations
- Network for Business Sustainability (NBS)
- Positive Impact Rating (PIR)
- Sulitest
- Times Higher Education (THE)
- Ministries of Education, Higher Education, or similar national bodies
- United Nations Global Compact non-business signatory

Student Organization Partnerships

Enactus



Practice

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

How We Define Practice

Audencia has been committed to ecological and social transition for over 20 years. This commitment is reflected in an institutional strategy and defined within the framework of a social and environmental policy shared with our stakeholders.

Institutional Policies and Practices

- Accreditation body recommendation documents
- Buildings/real estate
- Campus operations guides
- Carbon reduction or offset commitments
- Climate action plan
- Employee equity, diversity, inclusion
- Environmental stewardship policies
- Ethical data sourcing guides
- Greenhouse gas emissions
- Faculty hiring, tenure, and promotion guidelines
- Local staff/student/faculty transportation
- Ministry of education recommendation documents
- Open-access guides
- Professional training opportunities
- Responsible procurement policies
- Student equity, diversity, inclusion
- Sustainability strategy or strategic plan (school or university level)
- Travel guides
- Zero-waste guides

Policy Documents Related to RME and/or Sustainability

Gaïa by Audencia	View document 🖸	Download document 🕹
PS_2021-2025_UK-short	View document 🖸	Download document 🕹

Practice Awards

In 2024, Audencia Nantes School of Management received 1 award for responsible and/or sustainable practices.

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Share

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

How We Define Share

Despite the rollback of European regulations on the transparency of non-financial performance data, Audencia will publish a report in 2026 based on the Corporate Sustainability Reporting Directive (CSRD), even though it is not required to do so. This report reflects our commitment to give environmental and social performance the same importance as economic performance, by sharing our actions and results transparently with all our stakeholders.

Engagement Opportunities

Audencia Nantes School of Management offers transparent engagement opportunities for members of our institution and community to contribute to our sustainability and responsibility efforts in the following ways:

- Boards and advisory committees
- Annual reports
- Community events and consultation forums
- Feedback mechanisms (e.g., surveys, suggestion boxes)
- Partnerships with local organizations
- Public events and panel discussions

Communication Audiences

Audencia Nantes School of Management communicates its policies and progress on sustainable development and responsibility with:

- Accreditation bodies
- Alumni and donors
- Boards and advisory committees
- Business and industry partners
- Chamber of commerce and local communities
- Faculty and staff
- Government and policy makers

Communication Barriers

Audencia Nantes School of Management faces the following barriers in transparent communications:



Data privacy regulations

SIGNATORY

Audencia Nantes School of Management

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Website

http://www.audencia.com