



CLIMATE ACTION PLAN



INTRODUCTION

Our sustainability approach is rooted in the conviction that our planet's sustainability grand challenges will only be solved through a systemic, interdisciplinary and science-based collective action.

At IÉSEG, we have the ambition and the ability to empower changemakers who can navigate these challenges to lead the ecological and social transition, delivering tangible business solutions for the achievement of the SDGs.

Some key numbers

- > In 2022-2023, core courses on sustainability in the PGE program represent a total of 19 ECTS.
- > In September 2022, more than 1,400 students participated in the Sustainability and Diversity Induction Week
- > Since 2020, about 4,000 students have completed the 2.5-hour online training module "Gender and Sexual Violence Prevention".
- > In 2022-2023, about 325 students were involved in sustainability-related student organizations.
- > In 2022, IÉSEG has a score of 89/100 on the Gender Equality Index.

Commitments & Rankings

IÉSEG School of Management is committed to sustainable development and to reduce significantly its carbon footprint. The school signed the [Engagements Lille Bas Carbone](#) on June 18th, 2021, in order to limit its environmental footprint on the territory, as well as the [Accord de Grenoble](#) on January 24th, 2022, with the aim of integrating the challenges of the socio-ecological transition in curriculums and on its campuses.

IÉSEG ranks 4th in the ranking of the most committed Business Schools to the ecological and social transition published by [ChangeNOW - Les Echos START](#) in 2022. It has also been in the top 30 schools in the [Positive Impact Rating](#) for three consecutive years. Yet, we are aware that there is still a long way to transition to sustainability and a low-carbon economy.

DEVELOPING SUSTAINABILITY KNOWLEDGE, SKILLS, AND PASSION

Key initiatives

Transformation of courses and programs

Since 2015, sustainability has been integrated into our core curriculum. Today, 100% of our programs include mandatory sustainability, CSR or ethics courses.

In 2020 and 2021, a redesign of the Grande Ecole program (PGE) brought-in an even more consistent presence of social and environmental topics, as well as a strong interdisciplinary approach.



Furthermore, in September 2022, IESEG launched a new specialized Master in Management for Sustainability. It has been designed for problem-solvers and purpose-driven students who want to implement solutions addressing the world’s toughest sustainability challenges.

Zoom on: Introduction to Sustainability Induction Seminar

Today, 100% of our new PGE and Bachelor's in International Business (BIB) students go through an introductory sustainability training.

In September 2022, around 1400 students participated in the Sustainability and Diversity Induction Week. All first-year students (PGE and BIB) participated to the seminar which includes workshops on sustainability and diversity, a Climate Fresk, the Sulitest, and an online module on prevention on sexual violence and harassment.

The Sustainability Certificate

Created by IESEG students “Responsible Leaders”, the Sustainability Certificate aims to reward the social and environmental commitment of students throughout their studies. This certificate is free and open to all students in the PGE programme, and soon for all programs.

Categories of criteria	
Academic	Number of courses and electives in the field of sustainability
Engagement	Student associations and initiatives, participation in events and conferences related to sustainability
Experience	Internship in impact, gap year or creation of a sustainable start-up
Master Thesis	Thesis or consulting project in the field of sustainability

Climate Lab

The Climate lab is a student-led practical elective course that addresses climate change through innovative pedagogical approaches and via the participation of our alumni. The objective of this course is to allow students to take the lead in the organisation and implementation of the course, determine the projects they want to work on, and be proactive in their learning experience. This first course runs between January and May 2023.

Transition 2026

The Transition 2026 program seeks to ensure that all students, staff, and professors are equipped with the skills, knowledge, competences, and passion to address the most pressing global challenges today.

Furthermore, the school believes that sustainability learning goes beyond the classroom and is not exclusive to its students. Through this new strategy, IÉSEG will develop learning opportunities in and beyond classroom walls for all the eco-system. By doing so, sustainability will be integrated in a systemic and holistic manner through all the different activities of the school, pedagogical or administrative.

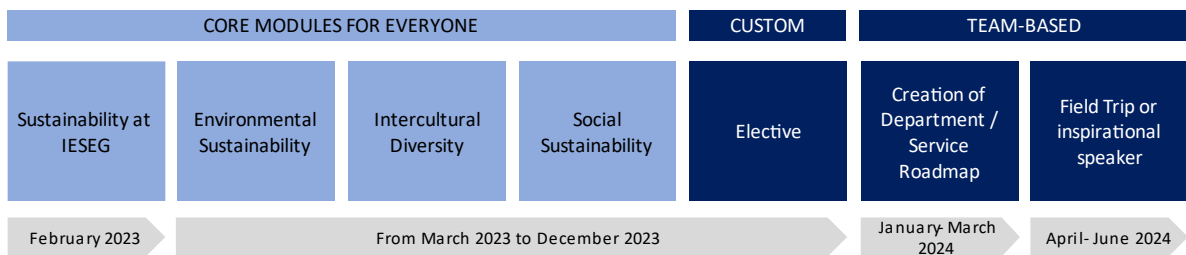
Objectives

The goals of this program are:

- > By 2024 100% of our professors, administrative staff, and students have been trained in sustainability.
- > By 2024, 100% of our administrative services have a sustainability roadmap, with clear objectives for 2026 and KPIs to follow our progress.
- > By 2024, 100% of our academic departments have developed a roadmap to integrate sustainability into courses, mapping out existing course content, and ensuring coherence.
- > By 2026, 100% of our courses and programs address sustainability regardless of the area of specialization and integrate the SDG's.

Action

IÉSEG developed a 7 half-days Sustainability and Diversity Training Program for all staff and professors. The training was launched in February 2023.





In addition to the training for professors and staff, IÉSEG aims to integrate a sustainability dimension into all courses, as well as to develop its offering on courses entirely focused on sustainability. This comprises of the following actions:

- > Supporting professors and program directors in the evolution of the content of their courses and programs.
- > Sustainability certification in alignment with HR policy.
- > Develop a resource centre of pedagogical tools (e.g., case studies, videos, etc.).
- > Promoting interdisciplinarity and strengthening the link between faculty and practitioners working on sustainability in various fields and sector.
- > Establishing an improved tracking system of sustainability courses in content (SDG's, competences, etc).

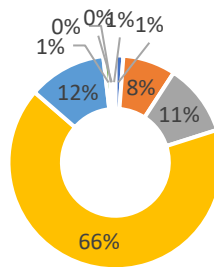
ESTABLISHING A RESPONSIBLE CAMPUS

Carbon footprint assessment

As part of the LiveTREE Carbon Trajectory Committee of the Université Catholique de Lille (UCL), we conducted a **carbon footprint assessment** to understand the greatest sources of greenhouse gas (GHG) emissions at IÉSEG. This evaluation considers our entire GHG emissions, scope 1, 2 and 3 based on the methodology of the ADEME (French Agency for Ecological Transition) [1] for 2018-2019.

Our total carbon footprint in 2018-2019 equals to **6643 tons of CO2 equivalent**. This equals to a carbon footprint of **1124kgCO2e per user** (students and staff). The activity sector emitting the most being international mobility, especially comprising of the mobility of students (exchanges and internships abroad) and professional travels of researchers. Other categories include fugitive emissions, energy, commuting to and from campus, buildings, IT, purchasing, and waste.

- Emissions fugitives
- Déplacements domicile - travail
- Bâtiments, mobilier et parkings
- Autres immobilisations
- Déchets
- Energie
- Déplacements professionnels, stages et césures
- Numérique
- Achats



IÉSEG's carbon footprint has also been evaluated for the year 2021-2022. The total carbon footprint is 6640 tons of CO2 equivalent, equalling to a carbon footprint of 896kgCO2e per user (20% reduction).

Zoom on: what is scope 1, 2, 3 emissions?

- > Scope 1 are the GHG emissions that an organisation owns or controls directly (3% for IÉSEG).
- > Scope 2 are indirect GHG emissions related to energy consumption. It covers emissions that an organisation causes indirectly through the production of the energy the organisation purchases. (5%).
- > Scope 3 covers all other GHG emissions that are not produced by the organisation itself, and that the organisation is indirectly responsible for in its value chain (upstream and downstream) (92%). [2].

Next steps

We are in a continuous process of improving our data measurement and reporting of IÉSEG's carbon footprint. Therefore, the numbers presented in this carbon footprint assessment could evolve in the future if we succeed in collecting additional data.

Carbon reduction trajectory

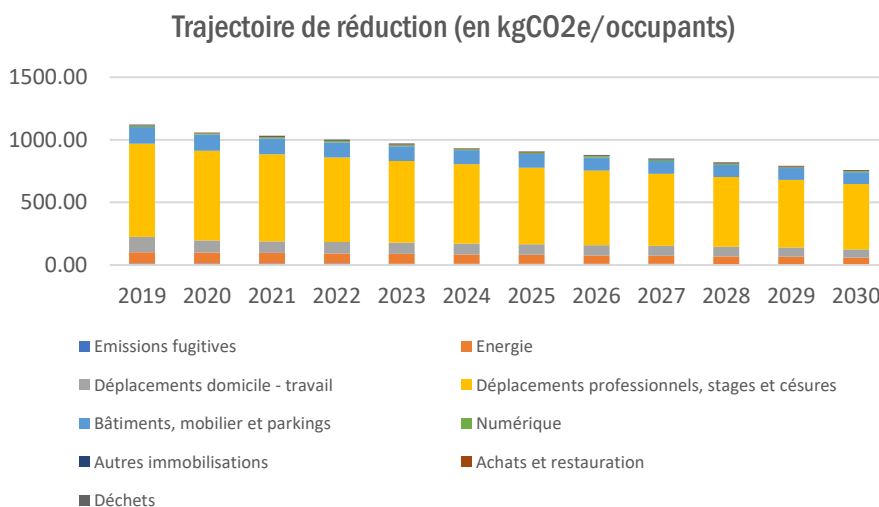
It is important to note that no method currently exists to give higher education institutions a trajectory that is compatible with the Paris agreement, limiting global warming to 2°C with a target of 1.5°C (neither SBTi nor ACT step by step). Via the carbon trajectory committee in the LiveTREE program of the Université Catholique de Lille, we have defined our **GHG emissions reduction trajectory in line with the Paris Agreement**.

By signing the Grenoble Agreement, IÉSEG has committed to reducing its emissions by 30% between 2019 and 2030, a reduction that corresponds to the overall reduction in France's GHG emissions described in the **National Low Carbon Strategy (SNBC 2)**. [3]

We aim to go further by:

- Using the **sectoral trajectories** of the SNBC 2₂ to refine the trajectory according to its emission items, as some sectors require more effort to decarbonize than others. [4]
- Aiming to align with the **European "fit for 55"** objective and its implication on the increase of the targets set by France in the SNBC 2. [5]
- Taking into account that the **SNBC 2 only covers national emissions and not the entire carbon footprint**, while international travel accounts for a very large share of IÉSEG's carbon footprint. Comparing emission reduction trajectories for the aviation sector based on publications of the Shift Project and Supaero, we have defined a GHG emissions reduction trajectory for international travel allowing to limit global warming to 2°C according to the Paris Agreement. [6] [7] [8]

We commit to reduce our GHG emissions between 2019 and 2030 by **31%**, relative to the number of students and staff. Therefore, while the average carbon footprint is 1,124 kgCO₂e per user in 2019, we aim to reach 778 kgCO₂e per user in 2030. We commit to this carbon reduction without relying on carbon offsetting practices but rather a change in our activities.



To keep in mind: the carbon reduction trajectory and objectives is set to evolve in the next few years.

IESEG aims to reach a **20% reduction of Greenhouse Gas emissions by 2026, and 31% by 2030.**



- > Energy and Water
- > Waste
- > Day-to-Day Mobility
- > Food
- > International Mobility
- > Biodiversity
- > IT
- > Investments and Partnerships
- > Purchasing

Energy and water

Key initiatives

- New buildings in the Village IESEG and the Vauban building are being built following the highest environmental standards (HQE), according to French law.
- IESEG installed a rainwater collector for the sanitary facilities at the Promenade.
- As for energy, all the buildings will soon be connected to a hot water network in the city, while in the past buildings were heated with gas. It reduces significantly our carbon footprint.

Objectives



- **Reduce the GHG emissions of energy by 25% by 2026 and 41% by 2030**
- **Reduce our energy consumption by 25% by 2026 and 40% by 2030**
- **Reduce our water consumption by 10% by 2026**

Action plan: our key priorities

- A. To develop an energy sobriety plan, and communicate it to all staff and students
- B. To set up a working group on 'energy and water', with a student representation
- C. To conduct audits to evaluate our buildings to identify areas for improvement in energy and water consumption with the help of an external expert
- D. To work on the building management system (GTB) to gain energy efficiency
- E. To heat the offices and classrooms to 19°C (and at 17°C during the night). During the Ecowatt Red period, the set temperature is 18°C.
- F. To participate in environmental performance experiments with Université Catholique de Lille-LiveTREE program

IT

Key initiatives

- All our IT team has participated to a Numerical Fresk, and some have become facilitators of this serious game.
- In the past ten years, IÉSEG transitioned from 15 physical servers to only 4 physical servers and our Cloud platform. In addition, we increased the temperature of the data center rooms, to reduce the negative impact of air conditioning.
- In 2022, we donated 200 used IT equipment from Galax-IT.

Objectives



- **Reduce the GHG emissions of IT by 18% in 2026 and 26% by 2030**
- **1/3 of our IT equipment comes from eco-responsible sources by 2026 and half by 2030**
- **100% of our end-of-life IT material is disposed through circular-economy partners by 2026**
- **Increase the average life of our IT equipment by one year (5 years instead of 4) by 2026**
- **Reduce printing by 20% by 2025 and 50% by 2030**

Action plan: our key priorities

- A. To sign and commit to the manifest Planet Tech'Care by 2025
- B. To set up a working group on 'IT, digitalization and web', with a student representation
- C. To develop a checklist of criteria to consider before doing IT-related purchases, based on circular economy principles
- D. To manage the audio-visual equipment to realise energy-savings of screens and computers
- E. To create annual awareness campaigns on the impact of internet, email, social media, streaming, phone and computer usage (e.g., for the Digital Cleanup Day)
- F. To partner with circular economy-oriented suppliers for the buying, selling, and repairing of IT equipment and servers hosting

Day-to-day mobility

Key initiatives

- During the European Sustainable Development Week, the school launched an awareness campaign to encourage all staff and students to bike to the campus (#Biketowork, #IESEGCares).
- IESEG has signed for its staff an incentive compensation for the use of bikes to travel to campus.
- Several parking's for normal and electrical bikes have been created or are currently being created, as well as charging stations for electrical cars.
- The Klaxit initiative also aims to promote car sharing in Lille.

Objectives



- **Reduce the GHG emissions of day-to-day mobility by 14% by 2026 and 31% by 2030**
- **Improve the data measurement and data accuracy related to day-to-day mobility by 2024**

Action plan: our key priorities

- A. To develop a plan and roadmap to reduce the impact related to day-to-day mobility by setting up campaigns and an incentive plan to promote sustainable mobility
- B. To set up a working group on day-to-day mobility, with a student representation
- C. To integrate questions on soft mobility habits in the information requested by HR for new staff and by admissions for new students
- D. To carry out a review of on-campus infrastructure related to day-to-day mobility
- E. To further develop initiatives to transition to a bike-friendly campus, including by increasing by one third to half the number of parking spots for bikes

International mobility

Key initiatives

- During information sessions on student exchanges (study abroad programs), students are sensibilized on the negative impact on the environment of travelling by plane. The presentation also discusses different initiatives to be more eco-responsible during their academic exchange.
- The #Takethetrain fund has been set up with the aim to subsidize student eco-responsible travel to their exchange or internship destination in Europe. A call for applications with be published once per semester and students going abroad will be able to apply for his incentive only twice through their studies at IESEG.

Objectives



- **Reduce the GHG emissions of international mobility for students and staff by 20% by 2026 and 30% by 2030**
- **Improve the data measurement and data accuracy related to staff travel by 2023**

Action plan: our key priorities

- A. To develop a sustainable international mobility plan in 2023
- B. To set up working groups on 'students' international mobility' and 'professors and staff's international mobility', with a student representation
- C. To launch in September 2023 the #Takethetrain fund with the first call for applications.
- D. To implement a carbon pass for students
- E. To strongly promote the use of responsible modes of travel for trips of less than 6 hours for staff.
- F. To set a pilot program in which students are involved in a local and ecological restoration project for 2 days as part of their requirement to validate an exchange by 2025
- G. To address strategical questions about students' and staff's international mobility
- H. To work closely with partners (higher education institutions, CGE, LiveTREE, etc.) to advance decision-making about international mobility

Purchasing

Key initiatives

- For the last two years, the communication team has worked on a project to align goodies and promotional items with sustainability criteria. Therefore, IÉSEG has already reduced significantly its quantity of goodies as well as its quantity of printed communication support.
- IÉSEG works as much as possible with suppliers that are committed in the ecological and social transition, for example that have a CSR certification.
- Furniture is bought second-hand when possible.

Objectives



- **Improve the data measurement and data accuracy related to purchasing & buildings by 2023**
- **Reduce the GHG emissions of purchasing & buildings by 21% by 2026 and 29% by 2030**
- **Reduce the quantity of goodies by 50% by 2026**
- **60% of our supplies come from eco-friendly/circular economy alternatives by 2026**

Action plan: our key priorities

- A. To improve the data measurement and data accuracy related to purchasing & buildings
- B. To develop a responsible procurement policy / charter and communicate it to students and staff
- C. To develop sustainability criteria for purchasing and choose suppliers accordingly
- D. To develop a guideline on responsible and zero waste events, and communicate it to students and staff
- E. To set up working groups on 'events', 'goodies', 'print and POS advertising', 'building design and construction', with a student representation
- F. To create the Sustainability Hubs as models of excellence about circular economy

Waste

Key initiatives

- In 2019, we created the 'Plastic Free' initiative to reduce significantly single-use plastic on the campuses. In this aim, IESEG works with a circular economy company LemonTri, and has a recycling machine on campus where students and staff are able to recycle all kinds of plastic bottles and cans.
- In 2021, IESEG also started to work with Cy-clope, a French company specialised in the recycling of cigarettes as well as in the handling of smoking areas. On the Lille campus, four cigarette recycling bins were installed, and collections are organised by the company to pick up and revalorise the waste.
- For the 2022's Solidarity Day, an initiative where staff can volunteer or offer skills-mentorship, IESEG worked with Surfrider Europe in order to pick up waste next to rivers and beaches.

Objectives



- **Improve the data measurement and data accuracy related to waste by 2023**
- **Define an objective of reduction of non-recyclable waste in kilograms per person by 2023**
- **30% of our waste managed by circular-economy partners by 2026**

Action plan: our key priorities

- A. To improve the data measurement and data accuracy related to non-recyclable waste, plastic waste, paper waste and other types of waste by working with waste manager partners
- B. To set up a working group on 'zero-waste and recycling', with a student representation
- C. To improve our waste disposal infrastructure and communication including bin placement and information
- D. To partner with circular economy initiatives in order to improve our waste disposal at all levels: food, IT, cups, cigarettes, furniture, etc.
- E. To organize yearly awareness events about zero waste

Food

Key initiatives

- A survey realised by a group of students from the Responsible Leaders program was sent to all students in January 2023. This survey interrogates students on their food preferences at IESEG, to provide them healthier and more sustainable food options.
- During the Apéro Pitches in Lille and Paris (work lunch where around 300 staff and professors attend every month), the sustainability team presented the Climate Action Plan and took this opportunity to raise awareness about responsible eating. In the document.
- The reception teams work on improving the food offer for events by working with more sustainable and inclusive suppliers (e.g., Les Cuistots Migrateurs, EXKI, GOÛD, etc.) and reducing single-use plastic (e.g., bring your own cup campaign, stainless-steel cutlery, and bowls, etc.)

Objectives



- **Improve the data measurement and data accuracy related to food purchases and waste**
- **Zero food waste by 2026**

Action plan: our key priorities

- A. To set up a working group on 'food', with a student representation
- B. To rethink the vending machines and cafeterias to provide more vegetarian, healthy and plastic free options
- C. To reduce food waste and packaging waste from cafeterias and vending machines
- D. To continue working with eco-responsible catering partners that favor reusable tableware and prevent food waste
- E. To display the carbon footprint, the nutritive information, and the provenance of meals in cafeteria or when using catering services
- F. To collect and revalorize our bio-waste
- G. To create awareness on UN days such as the International Day of Awareness of Food loss and waste, World Cleanup Day, etc.

Biodiversity

Key initiatives

- The school develops green areas in Village IÉSEG and Vauban building that impact positively the environment by creating thermic isolation and refreshing the spaces.
- IÉSEG works with a landscaper and the LPO (Bird Protection League) in order to re-appropriate biodiversity on campus by installing nesting boxes on the roofs of buildings, planting local and diverse plant species, and having beehives in all buildings.

Objectives



- **Develop a biodiversity management plan for both campuses by 2024**

Action plan: our key priorities

- A. To develop a biodiversity management plan for the campuses and communicate it to students and staff
- B. To create a working group on 'biodiversity', with a student representation
- C. To put biodiversity as a key pillar of buildings' renovations and constructions in order to build in a way that uses less materials and land
- D. To develop targets and actions to slow down land artificialisation
- E. To develop indicators related to biodiversity

Investments and Partnerships

Key initiatives

- In November 2022, IESEG and B Lab France signed a strategic partnership to contribute to the evolution of organisations towards more sustainable and responsible models IESEG

Objectives



- **Measure the school's carbon footprint of investments by 2024**
- **Set up an investment fund to help finance impact projects from students and social start-ups by 2026**
- **20% of our partnerships are NGO's, public entities, associations, or B Corps by 2026**
- **Establish a partnership with a responsible company network by 2024**

Action plan: our key priorities

- A. To develop a socially responsible investment policy
- B. To set up working groups on 'socially responsible investments' and 'ethical partnerships', with a student representation
- C. To measure the school's carbon footprint of investments
- D. To develop a guideline on ethical and impactful partnerships
- E. To expand our partnerships to include other types of companies and organizations such as NGO's, think tanks, corporate networks, and public entities

CONCLUSION

IESEG School of Management is committed to be a sustainable, low carbon, ethical, and socially responsible organisation. This Climate Action Plan 2022-2026 serves as a guidance and monitoring document to our commitment to environmental sustainability and low carbon at all levels in our Institution. This document is a 'living document' that will be updated on an ongoing manner to include the latest and most relevant data and actions.

It was constructed in collaboration with many departments and services within our school, including the sustainability team, international relations team, research team, general services, corporate relations team, financial management, and others.

If you have any feedback or ideas on the Climate Action Plan, feel free to contact us at sustainability@ieseg.fr.

SOURCES

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