



Contributing Beyond Education

OUR SUSTAINABILITY COMMITMENTS FOR A BETTER PLANET

The recent COVID crisis has further reinforced our wish to have a greater positive impact. We were forced to slow down and find new ways to function, especially in the hospitality industry. This crisis has shown that it was indeed possible, and that solutions can be implemented to answer some of the world's most pressing issues.

Along with the Board, we wish to ignite the spark in each of our students, staff, faculty members and industry partners to work together for a greater cause. For this objective, we pledge, together, to do better every day in every decision that we make. These commitments are the beginning of a journey towards sustainability: step-by-step we intend to improve. Some qualitative and quantitative targets are already set, others will be established based on first measurements. As a central part of EHL's strategy, Sustainability is already an integral part of our business decisions, but we must take this further and consider how every stakeholder is impacted. We pledge to work on each of the United Nations' Sustainable Development Goals (SDGs), to broaden our impact both locally and internationally. Five of these SDGs were carefully selected as priorities due to the greater impact EHL Group can leverage, however we will gradually extend our actions to include all of them, directly or indirectly.

We will set evidence-based objectives for our priority SDGs and strive to measure our impact on all SDGs by the end of 2021. And in parallel, we have started immediately with pledges of our commitments for the years to come.

EHL Group will report progress with utmost transparency so that we can be held accountable for the achievements of these commitments.

Sustainability Governance

OBJECTIVES

1. Guarantee the highest standards of Business Ethics
2. Set a strategy for sustainability-related labels / rankings

COMMITMENTS

1. Join the Positive Impact Rating (PIR) & sustainability networks
2. 2021: 100% of business procedures reviewed to ensure transparent and ethical practices
3. Produce a Global Reporting Initiative (GRI)-compliant Sustainability Report
4. 2022: Add missing business procedures
5. 2022: Review purchasing policy

FURTHER KPIS TO DEVELOP

- Ratio of local purchases (including F&B)

Finally, with the full support of the Board of Directors and Executive Committee, we are dedicated to leaving a better world behind for the younger generations. That includes making the right decisions not only for EHL's campuses but for all of our activities.



Join us and participate in the EHL sustainability goals



Integrate Sustainability in Education



We pledge to integrate Sustainability as a learning and research subject in our curriculum but also throughout our students' entire experience on campus. We pledge to encourage our faculty and researchers to develop topics related to Sustainability and to fully include students and staff as part of this process. We pledge to educate our future leaders to be mindful and conscious of their impact.

OBJECTIVES

1. Integrate sustainability-related education in all EHL Group's programs - in and out of the classroom
2. Increase sustainability-related research

COMMITMENTS

1. 10% increase of participants at sustainability events
2. 2021: 2 new courses in Bachelor program; short course on Singapore campus; sustainability integrated in revised professional program on Passugg campus
3. 2022: Certificate of Advanced Studies (CAS) on sustainability
4. 2022: Sustainability Research Institute
5. 2025: Label for sustainability in education

FURTHER KPIS TO DEVELOP

- Ratio of sustainability in curriculum
- Ratio of research related to sustainability



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Care for our People

 **SDG 3, 8 & 10**



The family we build at EHL is one of the most special bonds we have and extends across campuses and continents. We pledge to foster health, safety and well-being for students, staff and faculty, all the while promoting diversity and inclusiveness.

OBJECTIVES

1. Build a culture of diversity, inclusion and well-being within the EHL community
2. Maintain EHL as an employer of reference and certified Great Place to Work
3. Increase number of scholarships

COMMITMENTS

1. +10% of scholarship funds each year
2. 2021: Remain Best Employer & Great Place to Work
3. 2021: Launch harassment prevention workshops for staff
4. 2022: Obtain an equal pay label
5. 2022: Develop a catalog of well-being services for the EHL community worldwide

FURTHER KPIS TO DEVELOP

- Diversity index
- Ratio of women in leadership (Staff & alumni)
- Satisfaction towards services
- Employee engagement

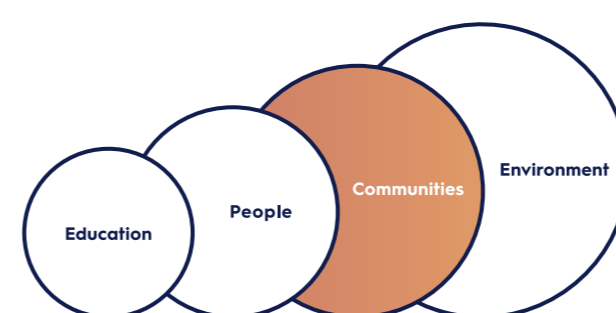


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Contribute to Communities

 **SDG 8 & 10**



EHL Group is present globally through its campuses but also by extension through the certified schools, advisory work, internships and our wide alumni network. Thanks to this international presence, we intend to create a culture of giving-back, both institutionally and through community engagement. Close or far away, we pledge to support those in need around us.

OBJECTIVES

1. Set-up a model for skills-sharing with NGOs situated in the regions EHL Group operates & contribute to reducing corruption and instability
2. Increase the reach of skills-volunteering by students and staff
3. Open EHL campuses to local community to create value and exchanges

COMMITMENTS

1. 2021: Partnership model for skills-sharing with NGOs
2. 2021: Increase our participation ratio on accounts created on our volunteering platform to 35%
3. 2022: Set three new skills-sharing partnerships and provide NGOs with online vocational training material and methods
4. 2022: Launch a catalog of services for the external public

FURTHER KPIS TO DEVELOP

- Impact of partnerships
- Satisfaction towards services



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Respect our Environment

SDG 13



The hospitality industry has a drastic impact on our environment, and the COVID-19 crisis has led to the emergence of opportunities for sustainable tourism and alternative ways to travel. We aim to be transparent in our goals, achievements and decisions. We pledge to “walk the talk” and implement concrete actions to reduce our own environmental impact on all EHL campuses and in all our offices.

OBJECTIVES

1. Reduce carbon footprint and measure the digital footprint of EHL Group
2. Reduce waste and increase recycling
3. Strengthen purchasing policy to guarantee quality and reinforce business ethics

COMMITMENTS

1. Increase recycling of biodegradable waste by 50%, zero plastic packaging
2. 2021: Launch of the Carbon Light Offer by EHL Advisory Services
3. 2021/2022: 20% reduction of carbon footprint vs. 2019 measurement
4. 2023: 30% reduction of carbon footprint vs 2019 measurement
5. 2024: The CO₂ emissions of the construction of the Lausanne campus are 100% offset

FURTHER KPIS TO DEVELOP

- Carbon footprint measurement for EHL campuses in Passugg and Singapore
- Measurement of digital footprints
- F&B eco-score



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