



CONTRIBUTING BEYOND EDUCATION

SOCIAL AND ENVIRONMENTAL REPORT 2019

Foreword by Prof. Michel Rochat



“As the world’s leading hospitality education group, we take seriously our responsibility to embed an environmentally and socially sustainable ethos in all that we do— from teaching to research, on our campuses, and throughout our operations.”

We train young individuals to become responsible professionals and citizens, creative and pragmatic problem solvers, inclusive leaders, tolerant humanists and life-long learners. We’ve also learned from this younger generation that strong, ethical values MUST be the starting point and North Star for all decisions we make and actions we take.

The overwhelming sustainability challenges our society faces require organizations, businesses, citizens, and public authorities to do more collaboratively. As one of the most collaborative sectors, tourism and hospitality can take a leadership role. At EHL, we aim to build on our strong foundation and do more.

Sustainability is not only a strategic priority for EHL, it is important to me personally. That means I am invested 100 percent in aligning our efforts to drive change within our campuses and throughout our industry.

In 2019, we took some important steps towards building and structuring the baseline foundation upon which we will measure our sustainability achievements. I am proud to announce the launch of *Contributing Beyond Education*, our new sustainability platform built on four pillars: **Integrate Sustainability in Education, Care for our People, Contribute to our Communities** and **Respect our Environment**.

Contributing Beyond Education encourages the EHL community to give back to society by driving sustainable change wherever they live and work, both during and after their education. This is a strong call to action that should empower each of us to do more and play our part in making the world a fair, ethical and sustainable place.

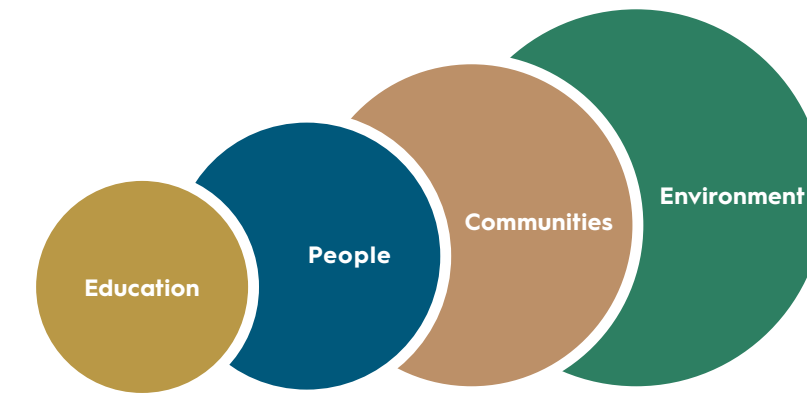
In this first *Contributing Beyond Education* report, we highlight the actions undertaken in 2019 that have been most influential in propelling our sustainability agenda into the new decade. You will also find a number of nascent initiatives, projects and events that we intend to further develop. This year, our first annual carbon footprint assessment will be available, and those results will help us formalize our environmental impact reduction targets.

I am enthusiastic about EHL Group’s momentum, proud to share our achievements and dedicated to our commitment to drive our sustainability goals forward. Like every member of the EHL community, I look forward to contributing beyond education, and to leading our community toward a sustainable future.

Prof. Michel Rochat
Chief Executive Officer, EHL Group

Contributing Beyond Education

As a global leader in hospitality education, EHL Group has launched a new platform that will act as a framework to set and measure progress toward our sustainability goals. The platform is built around the four pillars outlined here.



Integrate Sustainability in Education

Education is at the heart of our mission and a primary focus of our CSR actions. This pillar is about integrating Sustainability as a learning and research subject in our curriculum and also throughout our students’ entire experience on campus.

Care for our People

Family is a value that we hold dear, which illustrates the strong ties that unite the entire EHL community. Our People pillar guides our focus on fostering health, safety and well-Being among students, staff and faculty while encouraging a more diverse and inclusive EHL Group.

Contribute to our Communities

EHL Group is present around the world and we are dedicated to supporting the broader communities around us. This pillar includes actions aimed at giving back to and supporting those local and global communities.

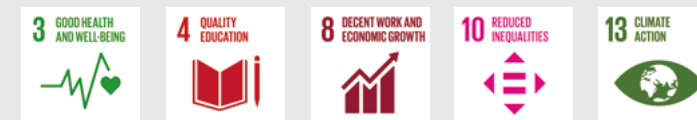
Respect our Environment

In keeping with our values, we aim to “walk the talk” and implement concrete actions to reduce our own environmental impact on all EHL campuses and in all our offices. This pillar is about sustainable infrastructures, waste reduction and resource optimization.

We support the United Nations Sustainable Development Goals

In 2015, the United Nations launched 17 Sustainable Development Goals (SDGs). They constitute a strong framework of global goals to be achieved by all organizations in order to make our society sustainable.

The EHL Group identified **five Sustainable Development Goals** where EHL activities can contribute the most. Each pillar of the Contributing Beyond Education platform highlights the related UN SDGs.



Get involved and find out more about

- EHL Group website - CSR section
- UN SDG website





Integrate Sustainability in Education

Our objective

The “Integrate Sustainability in Education” pillar encompasses all actions to embed sustainability into all aspects of our curriculum and our students’ experience, both on and off campus. Our aim is to foster responsibility, stewardship and leadership through education.

Our core actions



Offer Sustainability-related courses



Promote Sustainability-related research



Propose Corporate Social Responsibility related Student Business Projects (CSR SBPs)



Organize Sustainability events year-round on campus

Our progress measured



2020 OBJECTIVES

+5% of undergraduate level courses integrate social & environmental responsibility within their curriculum

Increase the number of research publications led by EHL professors on CSR topics

50% increase of participants in both Lausanne Sustainability Week and Passugg Sustainability Day



2019 ACHIEVEMENTS

Audit launched to evaluate current CSR course content

15% of research publications led by EHL professors were linked to CSR topics

Lausanne: **400** participants during the 2019 Sustainability Week
Passugg: **100** participants during the 2019 Sustainability Day

Our top stories

In 2019, EHL Group launched the Corporate Social Responsibility-related Student Business Projects (CSR SBP), enabling students to work on a project with a societal purpose. Each semester, **one CSR SBP is granted free of charge to an organization**, following a selection process by an EHL commission.



Did you know?

While using soap can help reduce respiratory diseases by 25% and intestinal diseases by 50%, more than 5 million bars of soap are thrown out in Switzerland each year. That waste generates 340 tons of CO₂.



In 2019, the **SapoCycle Foundation** was the first not-for-profit organization to benefit from EHL CSR Student Business Project program.

SapoCycle Foundation, headquartered in Basel, Switzerland, collects discarded hotel soaps and distributes them to families in need in Switzerland and in developing countries, contributing to improving health and hygiene.

“ Our project covered the essentials of CSR: the balancing act between ecological, social and humanitarian goals with financial sustainability. The EHL SBP team used their passion and competencies to explore new avenues, and ultimately integrated the core values of social enterprise: heart before money and KPIs that extend beyond financial figures. ”

D. Schiesser, founder of SapoCycle



We support the United Nations Sustainable Development Goals



Get involved and find out more about

- EHL CSR Student Business Project
- SapoCycle Foundation



Care for our People

Our objective

Family is a value that we hold dear at EHL and which illustrates the strong ties that unite the EHL Community. We are dedicated to our People and our actions are geared by towards fostering health, safety and well-being among students, staff and faculty as well as encouraging a more diverse and inclusive EHL Group.

Our core actions



Promote Diversity & Inclusion



Secure Equality in Treatment



Ensure Health & Safety across all Activities



Promote Well-being

Our progress measured



2020 OBJECTIVES

External recognition for **Best Employer**

Extend the benefits available across campuses to staff & students

Review current services and development procedures for staff Propose coaching services for students

Increase the level of participation and number of equality, diversity and inclusion events

Maintain diversity in students and staff;
Establish a broader diversity index

Increase number of scholarships **Maintain** fairness perception index for staff and measure at EHL Passugg
Set-up fairness perception index for students



2019 ACHIEVEMENTS

2019 BILAN **Best Employer** in Western Switzerland in the Education sector achieved for the second time

Current benefits include: sports & leisure facilities, a wide selection of EHL discounts, home office, transportation and F&B.

Current training and development procedure under evaluation

1 000 participants to Women In Leadership Initiative & Speak Up workshops in 2019

Students: **121** as of Oct 2019 nationalities and **57%** women
Staff: **28** nationalities and **43%** women

28 scholarships or loans granted for the September 2019 intake
82% of Lausanne staff feel they are treated fairly regardless of age, gender, religion, ethnicity, sexual orientation or handicap

Our top stories

EHL Lausanne: *The Speak Up Initiative*

EHL considers harassment a serious violation and it is our responsibility to ensure a safe study and work environment for our students. *The Speak Up* initiative launched in 2019 aims to provide information, resources, support and workshops (in collaboration with the Non-Violence Project Foundation) to ensure the highest levels of respect on campus, on internship and in graduates' future careers.



A successful 2019 Staff Week

Our annual Lausanne Staff Week took place in June 2019. More than 350 submissions were received to attend 30 workshops including Pastry, F&B, Sport and Virtual Reality. Open workshops like the Mölkky and the seated massages were also a success and more than 200 staff members attended the barbecue! All in all, the presence of EHL staff at the events demonstrated once more a high level of engagement and team spirit.

Another great year for the Women in Leadership Initiative (WIL)

Launched in 2018, the Women in Leadership Program focuses on women and aims at promoting leadership, culture, and policies that foster diverse, balanced and people-focused environments. In 2018-2019, nearly 300 students and staff participated in a 5-event series. Different topics were covered with experts invited to speak on improving self-confidence, expanding personal influence, leadership in diversity, human trafficking and a panel discussion on women-led businesses. The program ended with the first Women in Leadership Award at EHL's Alumni Award Ceremony. In 2019, the award went to Michelle Walder, General Manager at The NoMad Hotel, New York.



We support the United Nations Sustainable Development Goals



Get involved and find out more about

- WIL initiative on the EHL Group website and Contact: wil@ehl.ch
- WIL articles on EHL Blog
- The Non-Violence Project Foundation
- Bilan 2019 Best Employer Awards



Contribute to our Communities

Our objective

EHL Group is present around the world, and we are dedicated to supporting the broader communities around us. This pillar guides actions aimed at giving back to and supporting local and global communities. EHL contributes to job hiring, economic growth and provides resources and expertise to our partners.

Our core actions



Facilitate Volunteering Activities



Form Partnerships with Selected Institutions



Enable Employment Opportunities

Our progress measured



2020 OBJECTIVES

Transition to new certification standards for schools certified prior to 2019; **100%** newly certified schools comply with new standards

1 long-term partnership with an NGO or association that promotes education around the world

Double the number of participants and hours dedicated to community work on Alaya volunteering platform

Annually renew the Courage Your Way Initiative for migrants in EHL Passugg



2019 ACHIEVEMENTS

New certification scheme for EHL certified schools include reinforced standards on Integrity, Ethics and CSR.

1 partnership signed with Hotel & Restaurant l'Union in Lausanne, a unit of the not-for profit organization Démarche

13% participation rate amongst Lausanne staff
260 hours dedicated to community work

4 migrants selected
More than **3000** CHF collected for the program

Our top stories

Building strong partnerships abroad

EHL Group has been supporting the Ecole d'Hôtellerie et de Tourisme Paul Dubrue (EHT) in Cambodia to train future hospitality professionals since 2017. EHL Chefs traveled to Cambodia in 2019 to share expertise in culinary arts, with a Gault & Millau ranking and Michelin star menu from the Berceau des Sens restaurant. A gala dinner was prepared with the school's students and local stakeholders.



Supporting young migrants' future in the hospitality sector

In 2018 and 2019, EHL Passugg partnered with Courage Your Way to prepare 8 migrants for an apprenticeship in the hospitality industry through a custom-made training delivered on campus. The trained migrants went on to do an internship in one of our partner hotels: Alpina Tschierschen, Schweizerhof Lenzerheide, Sunstar Arosa and Valbella Inn Lenzerheide. After the six month internship, they will start their apprenticeship in kitchen, service or housekeeping. A new cohort will be selected in August 2020. In November 2019, a charity event was organized on the Passugg campus for Courage Your Way. During the charity event, pins were sold to fund the initiative and nearly 3000 CHF were collected.

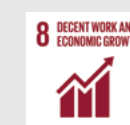


Fifth edition of the Solidary Month

ALAYA During the EHL Solidarity Month in November 2019, a number of volunteering activities were proposed in Lausanne via the Alaya platform, which helps connect not-for-profit projects with corporate employees. Employees were granted up to one full workday to participate in the proposed activities. 13% of EHL staff participated in this first edition donating more than 260 volunteer hours.



We support the United Nations Sustainable Development Goals



Get involved and find out more about

- Courage your Way
- Démarche organization
- Hotel & Restaurant l'Union
- Ecole d'Hôtellerie et de Tourisme Paul Dubrue



Respect our Environment

Our objective

In keeping with our values, we aim to “walk the talk” and implement concrete actions to reduce our own environmental impact on all EHL campuses and in all our offices. These efforts are measured by our continuous improvement approach around our buildings and infrastructure, including lowering our energy use, reducing our waste and purchasing food and beverages from locally and sustainably managed sources.

Our core actions



Strengthen Purchasing Policy



Invest in Green Building



Reduce Waste and Increase Recycling



Optimize Energy Use

Our progress measured



2020 OBJECTIVES

Maintain EHL campuses energy from renewable sources while the new EHL Lausanne campus is being built

Identify and **increase** number of local food suppliers
Implement local suppliers preference charter

75% of waste collected and recycled

100% biodegradable food packaging at all EHL Lausanne outlets

Corporate carbon footprint for EHL Passugg
Carbon reduction objectives set up for EHL Lausanne



2019 ACHIEVEMENTS

5% EHL Lausanne campus energy use sourced from solar panels
1 000 m² solar panels installed in EHL Lausanne

Started measuring local food suppliers across campuses

66% of waste collected and recycled in EHL Lausanne

Phase-out of all single use plastics and packaging
100% plastic-free exams

First corporate carbon footprint conducted for EHL lausanne

Building more sustainable campuses

EHL PASSUGG

- **Automation & insulation** for energy and heat optimization
- **Recycling** points on campus
- **Phase out** of single use items and awareness campaign about waste and paper use
- **Low-carbon mobility** with hybrid business cars and electric bikes on campus



EHL LAUSANNE

WASTE COLLECTED AND RECYCLED

66%

1 000 m²

GREEN ENERGY

surface of solar panels installed

SUSTAINABLE BUILDING

Ongoing construction of the campus designed in conformity with Minergie-P® standards, a highly demanding Swiss sustainability label. Automation and optimization of energy use for lighting, heat and cooling

SINGLE USE ITEMS PHASE-OUT

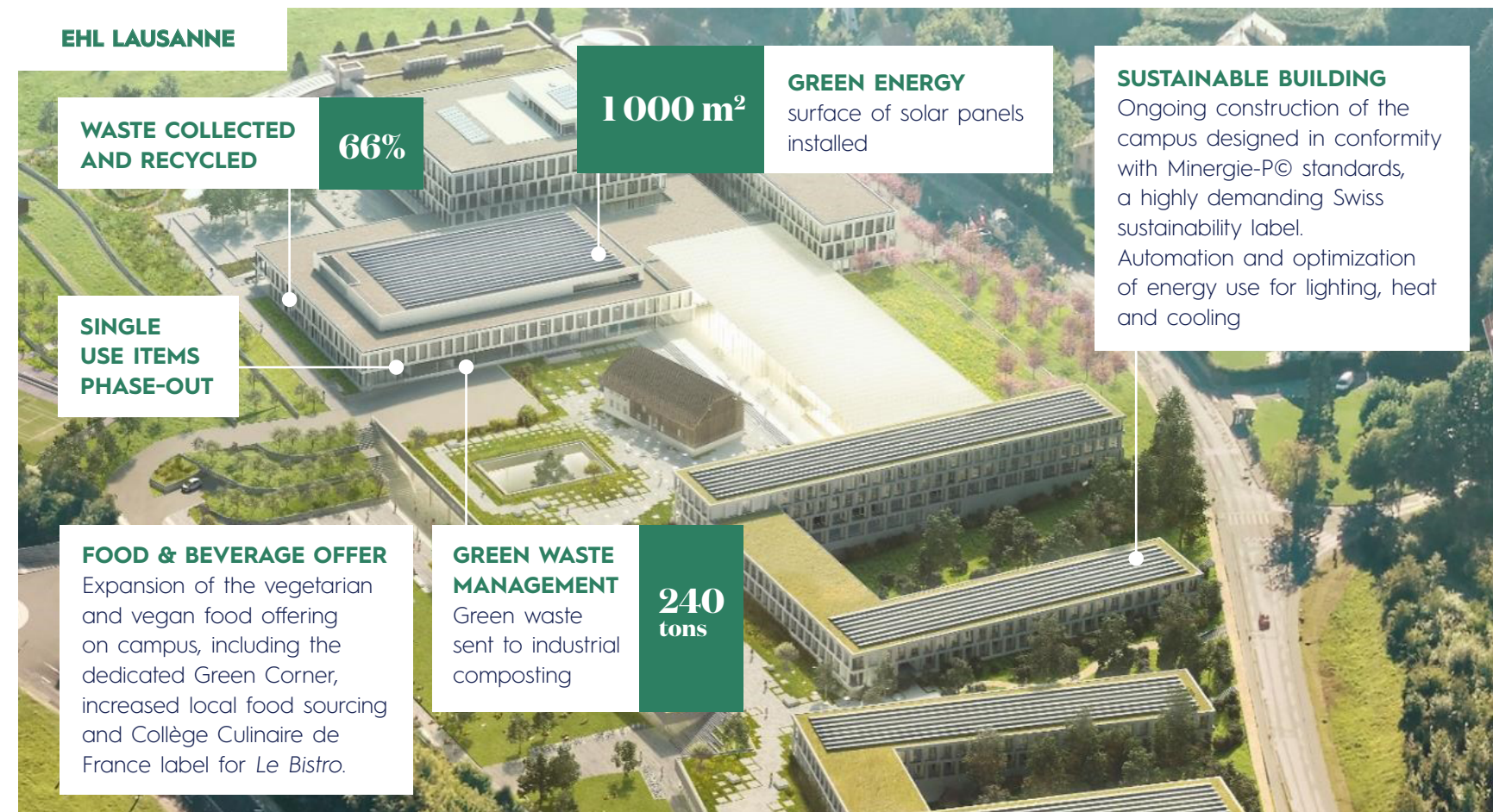
FOOD & BEVERAGE OFFER

Expansion of the vegetarian and vegan food offering on campus, including the dedicated Green Corner, increased local food sourcing and Collège Culinaire de France label for *Le Bistro*.

GREEN WASTE MANAGEMENT

Green waste sent to industrial composting

240 tons



We support the United Nations Sustainable Development Goals



2019 EHL Achievements

Integrate Sustainability in Education

25 staff & **20** students



organized the EHL Lausanne Sustainability Week

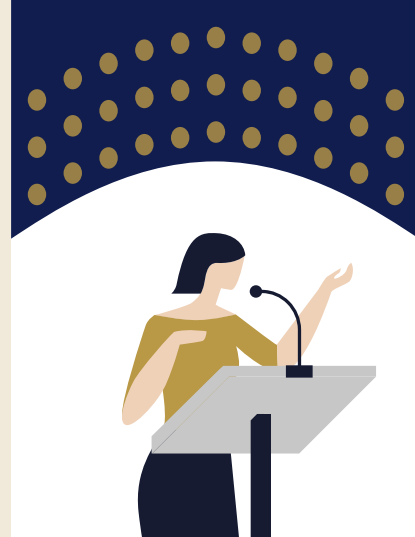
15% of research publications led by EHL professors linked to CSR topics



15 booths at the Green market during the Sustainability Week



400 participants at conferences and roundtables during Sustainability Week



1 Student Business Project dedicated to CSR project



2 000 water bottles offered to staff and students

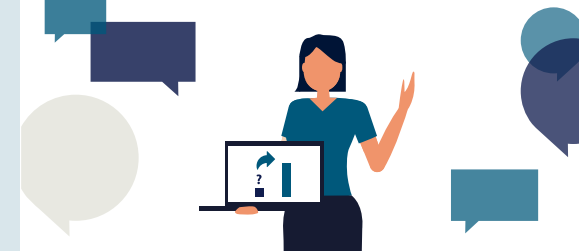
Care for our People

Best Employer in Western Switzerland award in 2019, Education Sector

Bilan



5 Women in Leadership events with around **300** attendees



9 EHL students involved in the Women in Leadership initiative



Launch of the first **Speak Up Initiative** about harassment



6th edition of Staff Week with around **300** participants

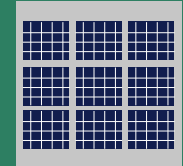


Respect our Environment

Reduced single-use plastics use



1 000 m² of solar panels installed in EHL Lausanne



66% waste collected and recycled from Lausanne

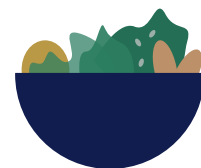


240 tons of green waste sent to industrial composting in EHL Lausanne



First Corporate Carbon footprint launched for EHL Lausanne

Expansion of the **vegetarian** and **vegan** food offering on Lausanne campus



Collège Culinaire de **France label** for one of EHL Lausanne restaurants



BioSuisse label for food products in EHL Passugg

Minergie-PE standards for the new EHL Lausanne campus



Contribute to our Communities

New certification scheme with reinforced standards on Ethics, Integrity and CSR



4 young migrants selected to be part of "Courage Your Way" initiative at EHL Passugg to access training in the Hospitality sector



13% of EHL staff participated in the fifth edition of the Solidarity Month, volunteering more than **260** hours



Partnership signed with Hotel & Restaurant l'Union to support the Démarche association training



57 EHL staff participated in the newly launched Volunteering Program





Get involved

Shifting our practices to be more sustainable and discovering new solutions to sustainability issues will not happen overnight. At the same time it’s never been easier and more important for all members of the EHL Community to start contributing.

Getting involved can mean many things: looking at a daily decision through a new angle, exploring fresh ideas, connecting with new people, or making small changes at work, in the classroom, on campus or the dorm.

The key contacts below are a starting point for your journey. What you choose to do next is up to you.

GENERAL CONTACT

- EHL Lausanne Campus, Switzerland: csr@ehl.ch
- EHL Passugg, Switzerland: csr@sssth.ch
- My.ehl.edu/csr-ehl



EHL LAUSANNE CAMPUS, SWITZERLAND

- Student Social Responsibility Committee: SSR@EH
facebook.com/ssratehl
- EHL Smile association: association@ehlsmile.org
facebook.com/ehlsmile
- Women in Leadership Initiative EHL contact: wil@ehl.ch
- Solidarity Month: csr@ehl.ch



EHL PASSUGG CAMPUS, SWITZERLAND

- Courage your Way: Beatrice Schweighauser,
Prorector apprenticeships and vocational
training beatrice.schweighauser@sssth.ch



EHL ADVISORY SERVICES

- Contact for sustainability initiatives:
[Jens-Henning Peters, Jens-Henning.Peters@ehl.ch](mailto:Jens-Henning.Peters@ehl.ch)

