



ESSEC
BUSINESS SCHOOL

Enlighten. Lead. Change.



SUSTAINABILITY AND SOCIAL RESPONSIBILITY REPORT

2025

Key figures

74,000
ESSEC Alumni members

4

campuses in
Paris-Cergy,
Paris-La Défense,
Singapore and Rabat

230 partner universities
in 50 countries

31 double degree programs
(25 international, 6 national)

194 permanent faculty of 37 nationalities
including 25 Emeriti professors

25 learning and research chairs

+ 1,000 partner companies

7,855

students in full-time undergraduate
and graduate programs

37.47% — +100
international students nationalities
represented

80 +100
PhD students student
organizations

5,000

managers in executive education



Vincenzo Vinzi
Dean and President of
ESSEC Business School

"The time has come to surpass boundaries. This is the core of our new strategic plan, Transcend. By 2028 we are committed to leading a future-fit business education that promotes progress.

Opening the world by going beyond physical and intangible borders, preconceived notions, and biases.

Surpassing ourselves, focused on the future while staying true to the humanist and open values that have always defined us.

Our Together Institute, whose achievements are outlined in this document, is a perfect illustration of this."

TO REMEMBER

A 360-degree vision has enabled ESSEC to make a significant difference in the integration of environmental and social issues over the past five years:



From a pioneering school
on the subject of social
innovation 25 years ago

...

to a school providing a solid
foundation of skills on the
issues of ecological and
social transition to 100% of
its students, and offering a
very wide range of specialized
trainings on these subjects.

From a historic campus
in Cergy, very mineral
and typical of the 70s,

...

to 4 campuses that favor
biodiversity, take care of
their users, save energy
and produce some renewable
one locally, reduce
their waste production,
promote quality food,...

From a pioneering school
for equal opportunities

...

to a school that works on its own
inclusiveness and contributes
to the transition of the territory
alongside all the stakeholders.

KEY INDICATORS

GOVERNANCE & STRATEGY



37

people dedicated to move towards
ESSEC Social & Environmental
Sustainability Transformation

2

governance bodies
dedicated to sustainability



SOCIAL POLICY & LOCAL ROOTING

100%

of ESSEC students
attend the Diversity
Fresco every year



350+

students with disabilities
supported by the HandiCapacités
mission (accommodations,
scholarships, etc.).

89/100

gender equality score in 2024.



TEACHING & EDUCATION

100%

of students are
trained in social and
environmental issues



130H

of mandatory courses
on sustainability in the
Grande École program, and
120 hours in the GBBA

30%

of Grande École
students specialized on
Sustainability Topics



ENVIRONMENT

Carbon footprint

-10%

per student*



Waste recycling rate*:
Increase by

1.9X

-30%

Reduction in
waste volume*



RESEARCH & INNOVATION

33%

of ESSEC's academic articles
focus on sustainability
related themes



60

professors are members of
the Sustainability Guild

12

new professors
with Sustainability
expertise



EDITO



Anne-Claire Pache,
Associate Dean
for Strategy and
Sustainability

The mission of ESSEC Business School is to shape responsible leaders able to face the main contemporary challenges, and this mission is central to everything we do. Since 1907, we have fostered a pioneering spirit to place ethics and responsibility at the heart of business and management. We renewed this commitment in 2020 through our environmental and social transition strategy, *Together*, and reinforce it in ESSEC's new strategy, *Transcend*. Today, we aim to make ESSEC a leading business school for ecological and social transition globally.

This ambition builds on the many achievements of recent years. In the last two years, this *Together* strategy has taken a significant step with significant evolutions that demonstrate our tangible commitment:

- **Strengthening our core curriculum**, through redesigned modules, a new specialization track and innovative teaching tools.
- **Launching new executive education programs**, enabling professionals from all backgrounds to integrate sustainability and responsibility principles into their practices.
- **Massively deploying the Diversity Fresco**, a collective intelligence tool developed by ESSEC and Belugames to highlight and thus better counteract discrimination mechanisms, targeting students and businesses from various sectors and sizes.
- **Transforming our campuses**, constructing exemplary buildings integrating sustainability principles, installing a photovoltaic power plant and offering more sustainable food, all demonstrating our eco-responsible approach.
- **Creating the Centre for Social and Ecological Innovation**, dedicated to entrepreneurship and social innovation, consolidating our leadership role in these areas.

These advances reflect our collective commitment and the impact of our actions, enabling us to keep inspiring and mobilising. In 2024, for the 3rd year running, ESSEC is honoured to maintain its 1st rank in the ChangeNOW x Les Echos ranking, a recognition of our leadership in environmental and social transition.

Given the challenges we face, we remain clearheaded but deeply optimistic. This report is a testament to our conviction that together - students, faculty, alumni, partners, ... - we can reinvent practices and imagine solutions for a more sustainable and desirable future.

*In 23/24 VS 18/19.

GOVERNANCE & STRATEGY

In 2020, *Together* marked the beginning of ESSEC's **360° social and environmental transition process**, placing societal concerns at the core of its strategy. Since then, the school has been working to implement this ambitious roadmap in order to radically reinvent all of its operations and activities.

To ensure the coherence and effectiveness of this strategy, ESSEC has established various **governance bodies involving all stakeholders** (faculty, students, alumni, and staff members). These bodies are continually reimagined and optimized to maintain their dynamism and active role.

KEY FIGURES



37

people dedicated to move towards ESSEC's Social & Environmental Sustainability Transformation



2

governance bodies dedicated to Sustainability

ACHIEVED



A STRUCTURED STRATEGY

As part of ESSEC's new 2024/2028 strategy, Transcend, the Together Institute keeps shaping our environmental and social transformation ambition, a statement of our commitment for 2028.

It is based on 3 main priorities: **answer to environmental stakes, fight against inequalities while promoting diversity, and drive change in our society's structure and organization**. These objectives are captured in a roadmap published in May 2020 that includes 10 environmental, social, and territorial commitments.

To make it happen, ESSEC is implementing 8 strategic action plans: **Training and Pedagogy, Research & Knowledge Sharing, Diversity & Inclusion, Circular Economy, Climate and Decarbonisation, Biodiversity, Community Engagement & Societal Impact, and Alumni**.

It is also about fostering community involvement and managing change within the organization.

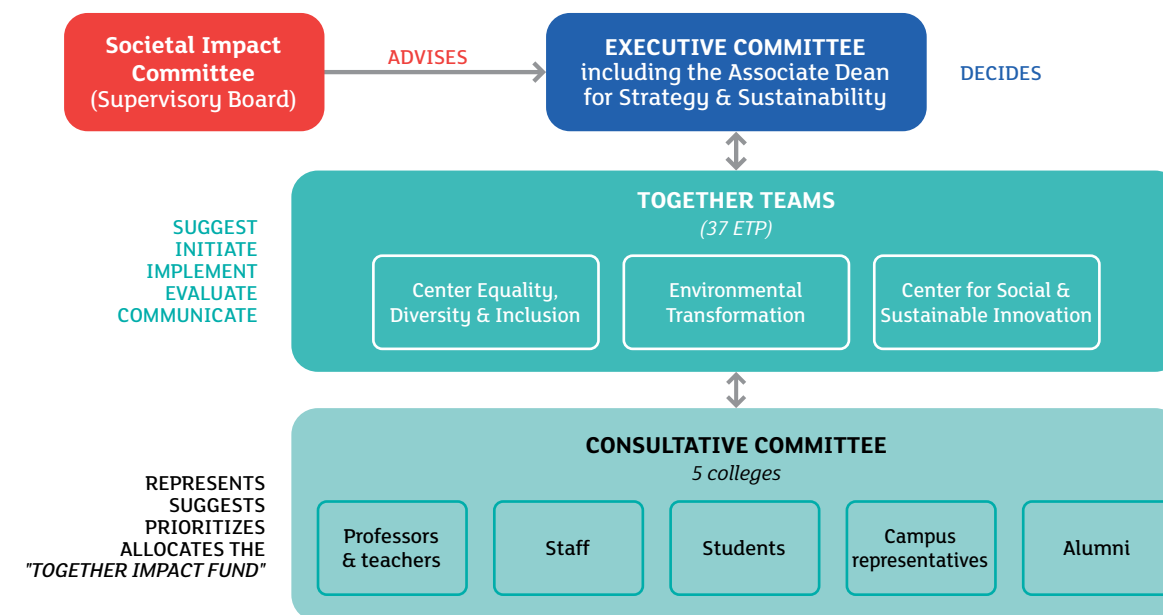
This roadmap forms the framework of our Sustainability Master Plan, formalized in 2024.

SUPPORTING THE TRANSITION AT ALL LEVELS OF GOVERNANCE

ESSEC relies on multi-tiered governance to support its environmental and social transformation:

- The **Societal Impact Committee** of the Supervisory Board sets and monitors the Sustainability objectives.
- At the **Executive Committee level**, the Associate Dean for Strategy and Sustainability oversees environmental and social issues
- The **Together teams**, with a staff of 37 people divided into 3 teams, leads the School's transformation efforts in coordination with the Executive Committee.
- The **Consultative Committee (COCON)**, made up of 20 members representing multiple internal stakeholders (faculty, students, alumni, and staff), provides recommendations on the action plans and allocates the Together Impact Fund.
- The **Sustainability Guild**, made up of 60 faculty members, fosters collaboration among professors on Sustainability issues and strengthens ESSEC's research efforts.

A Governance that includes all ESSEC stakeholders



Over the years, the governance structure has evolved to build on the dedication of its members while maintaining energy and momentum through regular updates. **The approach emphasizes co-creation, participation, and inclusivity**, rooted in the belief that the transformation can only succeed if any member of ESSEC community feels that he or she is contributing to it.



▶ A FUND TO SUPPORT IMPACTFUL PROJECTS LED BY MEMBERS OF THE ESSEC COMMUNITY

Launched in 2020, the Together Impact Fund is a fund managed by the Consultative Committee. Its goal is to **finance projects led by ESSEC community members** towards environmental and social transition. Its support can go up to €3,000 per project. Since its creation, **it has supported nearly 25 projects** including, in 2023/2024, the launch of a sustainable products shop ("L'épicerie", run by the NOISE ESSEC association) and a theatre performance in a Neighborhood House of Cergy for underprivileged audiences (a Comedia dell'ESSEC association project).

NEW



▶ AMBASSADORS FOR EACH DEPARTMENT

In January 2024, the Environmental Transformation team launched its ambassadors network. Made up of **23 volunteers** from **various ESSEC departments**, it aims to facilitate **the flow of information around sustainability transformation** to foster the community's engagement.



ONGOING PROJECTS



▶ A RENEWED CONSULTATIVE COMMITTEE TO BETTER CO-BUILD ESSEC'S STRATEGY

Designed to **bring together ESSEC's stakeholders** (alumni, students, faculty and staff) of all campuses, the COCON **provides insights and suggestions to the Transition teams**.

Renewed in 2023, the Committee is now working on a number of projects such as the creation of a toolbox for responsible events and the drafting of a guide on diversity and inclusion in the classroom. These initiatives will be rolled out by the end of the 2024/2025 school year.



TEACHING & EDUCATION

ESSEC's mission is to *"infuse leadership with meaning in order to prepare leaders ready to address contemporary economic, environmental and social challenges"*. In doing so, it seeks to **train talents capable of balancing commercial performance with environmental and social impact in organisations** through tailored programs and disruptive knowledge. This commitment is reflected both with a minimum amount of content on sustainable and social transition across all programs, as well as specialized tracks to prepare students for careers in Sustainability. The ambitious goal is to empower all students to include those concepts in any of their managerial decisions.

KEY FIGURES



100%
of students are trained in social and environmental challenges



130 H
of mandatory courses on sustainability in the Grande École program, and 120 hours in the GBBA



30%
of Grande École students specialized in sustainability topics

▶ A PANNEL OF SUSTAINABILITY SPECIALIZATIONS FOR INITIAL TRAINING PROGRAMS

Over the years, ESSEC has created a variety of specialized tracks that integrate social & environmental responsibility stakes to prepare students to participate in the transition of their organizations.

- The Chairs of the Master in Management: the **Social Innovation Chair** (created in 2002), the **Leadership and Diversity Chair** (2007) and 4 new chairs created between 2021 and 2022 (Ecological Transition, Global Circular Economy, Companies and the Common Good, and Shaping the Future of Finance) offering an in-depth understanding of those stakes. Other chairs, like **Food Business Challenges, Philanthropy** or **Real Estate & Sustainability**, round out this offering.
- The **MSc in Sustainability Transformation**, launched in 2022, trains in one-year individuals to guide companies in their sustainable transitions by combining academic expertise and professional experiences.
- The **ACT Bachelor**, launched in 2022 in collaboration with CY Cergy Paris Université, is a three-year multidisciplinary, hands-on program that prepares students to manage projects focused on environmental, civic, and societal transitions.



▶ A NUMBER OF SUSTAINABILITY ELECTIVES ACROSS ALL CAMPUSES

ESSEC offers a portfolio of over 70 electives centered around social and environmental issues, across all its campuses.

Many of those courses **combine CSR issues with management**, such as Responsible Marketing in Rabat, ESG Investment & Sustainable Finance and Impact Investing in Cergy and Singapore, Climate Justice and Human Rights in Cergy, etc.

Others explore **alternative economic models** such as Circular Economy in Rabat, Social & Solidarity Economy and Collaborative Economy in Cergy, and since fall 2024, a de-growth course.

Local Sustainability is also at the centre of the Rabat and Singapore offerings, with respectively an entrepreneurial project focused on African development (Innovation for development) and a 3-month consulting mission in CSR for an Asian organization (Asian Strategy Consulting Project).

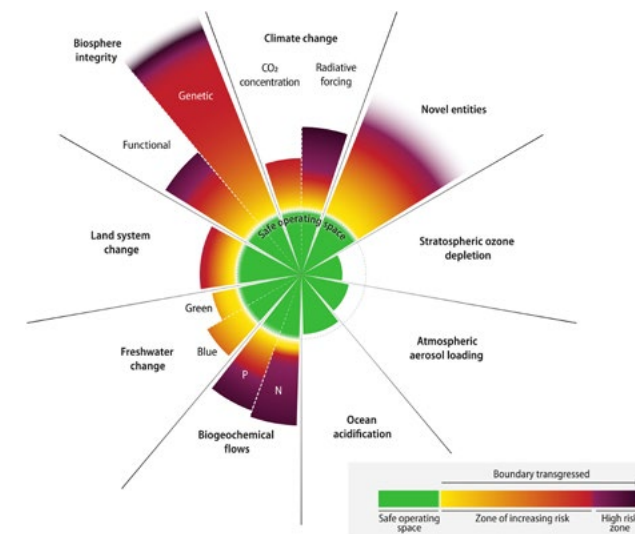
▶ A COMPETENCY FRAMEWORK ON SUSTAINABLE DEVELOPMENT AND SOCIAL RESPONSIBILITY

ESSEC is an active member of the Board Conference for French Management Schools (CDEFM) and has co-led a **committee of experts dedicated to the environmental and social transition** for the past two years. In 2023, ESSEC works in collaboration with the Commission for the Evaluation of Management Training and Degrees (CEFDG) and other French Business Schools to develop a competency framework on Sustainable Development & Social Responsibility. **It ensures that all bachelor's and master's students acquire the fundamentals of sustainability** and guarantees that **French business school degrees incorporate sustainability criteria**.



▶ A STRENGTHENED ACADEMIC FOUNDATION AROUND SUSTAINABILITY TOPICS

ESSEC is committed to integrating sustainability topics systematically into all its core courses. Since 2020, the **9 core management courses in the Grande École** program have been revised to include these stakes, such as extra-financial accounting and responsible marketing topics. All cohorts in the Grande École, Global BBA, and Masters and Advanced Masters attend dedicated training on environmental challenges, diversity and inclusion, and social responsibility.



This core curriculum has been significantly enhanced for the start of the 2024 academic year. The seminar **"Understand and Change the World"** for the Grande École program has been expanded to include **10 hours of modules and a practical business case study on key issues such as planetary boundaries and the doughnut theory**. Additionally, all students in the program completed the **TASK™ certification** from Sulitest IMPACT.

The 650 Masters' and Advanced Masters' students also participated in the second edition of ESSEC's **Social & Sustainable Innovation Day**, collaborating on entrepreneurial challenges to provide creative solutions to societal issues.

▶ A FIRST SUSTAINABILITY SPECIALIZATION FOR THE BBA PROGRAM

For the 2024 academic year, ESSEC launched the Sustainability Track for the Global BBA, being the first specialization track of the program, which was a fully generalist curriculum until then. This track lasts two semesters, includes **specialized courses, a sustainable-oriented internship, a final thesis, and the TASK™ certification**. This significant development highlights ESSEC's commitment to allowing students to become sustainability experts from the outset of their education.

▶ TEACHING SUSTAINABILITY IN EXECUTIVE EDUCATION

As Sustainability becomes unavoidable in business, ESSEC is strengthening its offer in this area. For example, the new **Executive Master in Sustainability Strategies** is an online degree program designed to equip managers with the tools to implement sustainable strategies. The **Global MBA** at ESSEC was also restructured around the three strategic topics of the school, thus, including a new **Sustainability major**.



▶ CLIMATE SCHOOL: AN AMBITIOUS TRAINING PROGRAM ON TRANSITION

The courses offered by the Climate School, grounded in science and innovative teaching methods, aim to provide the fundamentals on environmental issues from two perspectives: understand and act. They are able since January 2025 for all second-year Global BBA students, through a hybrid in-person/online program created by ESSEC, with the goal of implementing it for 100% of the students.



RESEARCH & INNOVATION

At ESSEC, research and innovation are driven by the aim of broadening debates, fostering critical thinking, and enabling informed decision-making. Aware of its role in the environmental and social transitions, the school commits to actively enhancing the production, propagation and assimilation of knowledge to rethink economic models. Commitment is shown through cutting-edge academic research conducted by its faculty and chairs and a stronger bond between researchers and society.

KEY FIGURES



33%
of ESSEC's academic
articles focus on
Sustainability
related themes



60
professors are
members of the
Sustainability Guild



12
new professors
with Sustainability
expertise

ACHIEVED



➤ CENTRE FOR SOCIAL AND ECOLOGICAL INNOVATION

Launched in 2023, ESSEC's *Centre for Social and Ecological Innovation* is dedicated to the development of concrete initiatives supporting social and environmental transitions:

■ The **E&MISE Lab**, with over a decade of experience, conducts action research projects and promotes a culture for assessing social and environmental performance.

■ **Antropia ESSEC**, the first social accelerator founded by a business school, has equipped social entrepreneurs with the tools to maximize their impact and scale up since 2008.

■ **ESSEC Impact Unlimited** supports all types of organizations in creating and managing impact-driven management systems.

■ The center also **fosters a community of changemakers both within and beyond the school** through chairs like Social Innovation, Global Circular Economy, Ecological Transition, Food Business Challenges, and Philanthropy, as well as programs such as the MSc in Sustainability Transformation or ACT Bachelor.



➤ THE COUNCIL ON BUSINESS & SOCIETY

Co-founded in 2011, ESSEC coordinates the Council on Business & Society (CoBS), which is dedicated to **education and research in responsible leadership**. Today, CoBS includes **12 member schools** across six continents in 16 countries that work on CSR and sustainability, publishing more than 100 research-based articles annually and producing four quarterly magazines. It brings together academics for **workshops and professional development sessions** at leading conferences and offers an annual CSR article competition for students. Since spring 2024, CoBS has offered an Advanced International *Certificate in Responsible Business Practices*. In October 2024, it co-published a special magazine with the Harvard Business School Institute for Business in Global Society titled *Climate Change: Strategies to Advance the Green Transition*.

➤ SUSTAINABILITY GUILD SEMINARS

Created in 2022, ESSEC's Sustainability Guild gathers around **sixty faculty and research members** committed to social and environmental issues. They participate in regular meetings and transdisciplinary initiatives. In the 2023/2024 academic year, three research seminars hosted **international experts**: Caroline Flammer (Columbia University) on environmental finance, Marya Besharov (Saïd Business School) on social entrepreneurship and Rodrigo Canales (Boston University) for advanced research on sustainability.



➤ THE DIFFUSION OF ESSEC'S RESEARCH: THE SCIENCE AND SOCIETY DAY

ESSEC's Research Center at the Cergy campus hosted the 2024 Science and Society Day edition. The event aims at sharing faculty work and knowledge and brings together ESSEC professors, policymakers, society representatives, senior executives, students, alumni, and citizens around the topic: **"Companies and communities facing Transitions"**. The 2025 edition focuses on the topic of **Towards a Fairer World: Tackling Inequality in Housing & Education** and Developing Effective Solutions.

A STRONGER FACULTY ON SUSTAINABILITY TOPICS

ESSEC strengthened its faculty by adding **twelve new sustainability specialists** in economics, finance, marketing, and strategy, further enhancing its research talents.

Furthermore, the school has implemented mechanisms to **help and encourage researchers to focus on these key topics**, including dedicated research project grants.

ACTION RESEARCH IN ESSEC CHAIRS AND ACADEMIC PUBLICATIONS

ESSEC is very active in its research on Sustainability.

The chairs are leading numerous action-research projects in collaboration with their partners. For instance, in January 2023, the **Urban Economics Chair** published a report on **regional governance** of ecological transitions in partnership with Léonard (Vinci Group’s incubator). In November 2024, the **Philanthropy Chair** released a study on **philanthropy and fair transitions**, co-written by researcher Anne Monier and the Fondation de France.

In addition, Professors Arijit Chatterjee and Bernard Leca were recently **recognized by the Financial Times for their research on child malnutrition**.

Similarly, the **Academy of Management Journal** published an article written by Anne-Claire Pache (ESSEC), Julie Battilana, and Channing Spencer (Harvard Business School) on the role of governance in hybrid organizations (with economic and social missions) which obtained the **SYNTEC prize of the best CSR article**.

THE E&MISE LAB

The Laboratory is working on an action research project with the Mutuelle Sociale Agricole (MSA) on the food resilience of rural areas and the impact of 35 integration projects on territorial dynamics at the level of the inhabitants, but also of the socio-economic actors and communities.



ENVIRONMENT

ESSEC is dedicated to achieving environmental excellence across its campuses while carefully considering planetary boundaries. Following a comprehensive greenhouse gas emissions audit in 2018, the school **updates its carbon footprint annually** to identify its primary sources of emissions throughout its value chain. This assessment allowed the school to **define its strategic priorities to implement its carbon strategy**. Some roadmaps are implemented step by step on student and professional mobility, energy consumption, catering services, waste management, and more. At the same time, ESSEC is **designing campuses that respect biodiversity** while fostering community engagement among students and staff.

KEY FIGURES



Carbon footprint per student
-10%
in 23/24 VS 18/19



Waste recycling rate:
Increase by
1.9X
in 23/24 VS 18/19



-30%
Reduction in waste volume
in 23/24 VS 18/19



AN OPTIMIZED WASTE MANAGEMENT

ESSEC continues to reduce and better manage waste through focused initiatives:

- In 2021, it introduced a **six-stream collection station for sorting and recycling** and eliminated plastic bottles.
 - In 2023, it standardized **washable cups** for coffee machines.
 - In 2024, it transitioned student dining services to **reusable containers and cutlery** to reduce waste.
- The school managed to decrease the volume of waste per user from 17 kg in 2022/2023 to **11 kg in 2023/2024** and improve the recycling rate from 33% in 2022/2023 to **40% in 2023/2024**.

SUPPORT FOR MORE RESPONSIBLE STUDENT MOBILITY

With **40% of ESSEC's carbon footprint linked to student trips for internships, exchanges, and study trips**, reducing the impact of student mobility is essential. To address this, the school acts through:

- Sustainable Mobility Vouchers** are offered to students opting for low-carbon transport modes (train, bus, carpooling) for their internships and exchange. In 2023/2024, 45 students received funding.
- The **“Reinvent Your Mobility” Competition**, in collaboration with the student association NOISE, rewards innovative sustainable mobility projects. In 2024, two students travelled across 18 European countries without flying, surveying residents' perceptions of Europe. Projects can receive up to €2,000 in funding from Together and be valorized on ESSEC's communication channels.
- For short study trips, low-carbon travel option and European destinations are now the rule, and they benefit from better funding in the case of Masters and Advanced Masters.

RAISING AWARENESS OF ENVIRONMENTAL AND CLIMATE ISSUES

ESSEC raises daily awareness of sustainable transition issues within its community through various initiatives:

- At the Cergy campus, **four permanent exhibitions** launched in fall 2022 address crucial topics such as sustainable food, energy, responsible digital practices, and sustainable mobility.
- Creative projects**, such as the **Fred and Sally comic**, illustrated by ESSEC's PAO team, invite readers to explore concepts like carbon footprint and the doughnut theory, while the podcast **“La Balade du Moineau”**, produced in collaboration with the Cergy-Pontoise agglomeration and CY Cergy Paris Université, offers audio-guided tours exploring Cergy's biodiversity.
- Every year, the four **“ESSEC Transition Talks”** explore how organisations reinvent themselves to face environmental and social challenges.

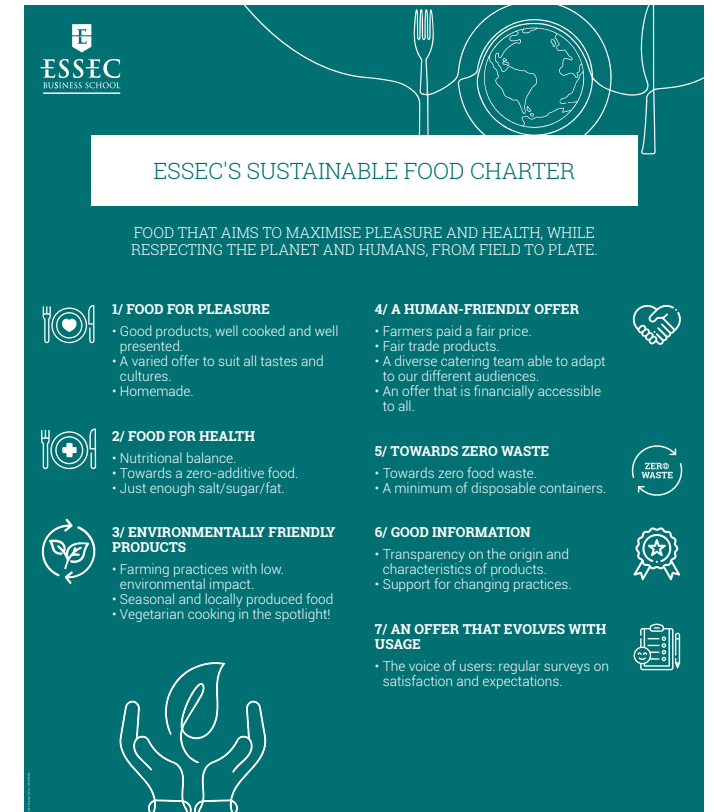


A REDUCED DIGITAL FOOTPRINT

Conscious of the environmental impact of its digital practices, ESSEC has implemented concrete actions to reduce it. Since 2024, it has **optimised its use of cloud storage, reducing it from 550 TB to 400 TB**. The **new website** has also been redesigned to be less energy-intensive. Additionally, **workshops** are provided for staff and students through the K-Lab to promote **responsible digital practices** (email management, streamlined storage solutions, and low-tech tools).

A MORE SUSTAINABLE CATERING OFFER

In 2024, ESSEC transformed its Cergy campus catering services to enhance taste and sustainability. This ecological transition is built around ambitious **contractual objectives and annual audits** for the **Perma label**. It includes improving procurement quality and introducing a **vegetarian meal option at a reduced price**, made possible by a specific contribution from the school. Zero-waste practices are also a priority focus area.



ONGOING PROJECTS



CERGY CAMPUS IN PERPETUAL RENEWAL

The new ESSEC campus fully addresses environmental challenges. **Reducing its carbon footprint** is the priority, with the installation of **charging stations for electric cars** in the campus parking lots and **1,500 m² of photovoltaic panels** on roofs providing the campus with renewable energy since November 2024 thanks to a partnership with the local cooperative O'Watt Citoyen. A **Building Management System** has been implemented to optimize energy consumption by regulating heating, air conditioning, and lighting. Following the end of the construction, the plan initiated in spring 2022 on biodiversity and the use of outdoor spaces will resume.

COMMUNICATING THE CARBON FOOTPRINT OF STUDENTS' MOBILITY

Because the transition to more sustainable mobility requires **clear communication with students**, ESSEC is developing **tools to inform and guide them**. In addition to raising awareness about the Sustainable Mobility scholarship, the school provides students with information on the carbon footprint associated with travelling for their exchange. Furthermore, a tool currently under development will allow students to **know their individual carbon footprint** based on their academic travels.



SOCIAL POLICY & LOCAL ROOTING

ESSEC shows its commitment to a fairer and more inclusive society through an ambitious social and local policy.

As a school and human organization, ESSEC **trains, educates and fights against all forms of discrimination**. Its "Diversity and Inclusion" plan portrays it by strengthening initiatives addressing disability policies, gender equality, and its Respect of Others Charter.

Rooted in its communities—Cergy-Pontoise, Singapore, and Rabat—ESSEC fully **engages with public actors, organizations, and companies to support their transformation toward an inclusive and sustainable model**.

KEY FIGURES



100%
of ESSEC students
engaged with the
Diversity Fresco



350+
students with disabilities
supported by the
HandiCapacités mission
(accommodations,
scholarships, etc.)



89/100
gender equality
score in 2024

ACHIEVED



CENTRE
ÉGALITÉ
DIVERSITÉ
INCLUSION
ESSEC

➤ EQUALITY, DIVERSITY AND INCLUSION CENTER

With 20 years of commitment, the **Equality, Diversity, and Inclusion Center** at ESSEC embodies the school's ambition of promoting equal opportunity and diversity within its community. With a team of 16 members, the Center implements actions of the "Diversity and Inclusion" Action Plan, focusing on recruitment, awareness, training, and research to create an inclusive campus that reflects a fair and ambitious shift.

Since March 2024, **the Center has been restructured around 5 poles**: 1. Equal Opportunities, 2. Partnerships and Deployment of the Diversity Fresco, 3. Diversity & Inclusion Transformation, 4. Respect for Others, 5. Disability Mission.

For more than 20 years, ESSEC has been pursuing a **very proactive social openness policy based on actions both before and during the course of study**. Thus, the CAP ESSEC program and the system of the Double Oral Call enable the school to welcome more scholarship holders among its students every year. The commitments in terms of **financing** (exemptions from tuition fees, apprenticeships, sliding scale fees for the BDE, etc.) are another **powerful lever** of this policy. Finally, the **support provided to scholarship holders during their studies** (buddy system, alumni mentoring, etc.) is a real guarantee of equal opportunities for all, once they have entered ESSEC!

➤ STRONG LOCAL ROOTS FOR CAMPUSES

- In Cergy, the school collaborates with **local public actors** to accelerate the ecological and social transition of the territory. ESSEC has been a **signatory of the territorial commitment charter of the Cergy-Pontoise Urban Community** since June 2023. Furthermore, Antropia ESSEC is leading the **"Expérimentation Val-d'Oise" program for the Departmental Council**, with the aim of supporting the establishment of social enterprises that meet the territory's priority social needs (for 2025: social isolation of senior citizens and sustainable food). To be noted: 30% of the projects supported by Antropia since 2008 claim to have an impact on the Val-d'Oise.
- At ESSEC Rabat, the school partners with the prestigious **Innovation and Excellence Lalla Meryem Prize**, an annual award for entrepreneurial projects by women from rural and peri-urban areas in Morocco (60 projects in 2023/2024).
- At ESSEC APAC, the school continues strengthening its partnership with the **National Volunteer and Philanthropic Centre** by dedicating 2,000 volunteer hours involving staff, faculty, and alumni during the new academic year.



NEW



➤ A PROCESS TO RAISE AWARENESS AND EQUIP THE FACULTY AND STUDENT COMMUNITIES

Throughout the 2023/2024 academic year, **working groups on inclusion and interculturality** were offered to the **faculty** to gather feedback, raise awareness, and provide tools. A **new reporting process** has also been implemented, enabling students to notify the school of transphobic, sexist, or racist comments, which may result in sanctions, including non-renewal of the contract.

For the **students**, the **awareness program** on respect has been enhanced in the Grande École and Master's programs as of September 2024 and will soon extend to the BBA program. Some modules were added in January on preventing violence in party settings and a session at the end of the year focusing on discrimination and respect, just before the internship.



ESSECARE: THE NEW PROFESSIONAL WELL-BEING PROGRAM

Launched in 2023, the ESSECare program is a new commitment milestone for employee well-being. It offers **personalized, on-demand support** on aspects such as **work purpose, mental & physical health, and workplace relationships**. The program also includes tools such as **well-being assessments, personalized advice, and therapy or coaching sessions**. Workshops, conferences, and competitions complete the program, fostering collective engagement.



A COMMITMENT CHARTER WITH L'AUTRE CERCLE ON LGBT+ RIGHTS

During Pride Month in June 2024, ESSEC signed the charter of L'Autre Cercle to **promote LGBT+ diversity**, joining 250 other organizations. This charter is accompanied by a **three-year plan built around five main areas, 22 objectives, and concrete actions**. These include inclusive communication, adapted administrative processes (use of preferred names, recognition of a third gender), raising awareness on LGBT+ issues, improving campus facilities, and providing active support to the LGBT+ community via a dedicated platform.

ONGOING PROJECTS



PQPM: INTEGRATION OF CITIZENSHIP, COMMITMENT AND TRANSITION ISSUES

Each year, ESSEC's **equal opportunity** programs support **360 middle and high school students from the community, including the underprivileged (PQPM) and disabled (PHARES)**, helping them consider higher education opportunities based on their potential.

Since September 2024, PQPM has worked to **incorporate new items** into its sessions, including **civic engagement, ecological transition, and gender-based and sexual violence**. This enhanced program trains mentors and raises young participants' awareness of today's challenges, encouraging them to participate in actions promoting inclusion and sustainability.



A JUNIOR VERSION OF THE DIVERSITY FRESCO

Co-created in 2021 by ESSEC and Belugames, the Diversity Fresco is inspired by the Climate Fresco. It raises awareness of **workplace discrimination and inclusion issues**, encouraging participants to reflect collectively on these topics. Over **30,000 individuals have participated, and over 200 companies have implemented it**.

To reach and engage a broader audience, a **junior version** is currently under development, targeting young people aged 15 to 16.

Receive the "DD&RS label", deployment of the Diversity Fresco, launch of the Bachelor ACT with CY Cergy Paris Université and launch of the MSc in Sustainability Transformation.

Launch of ESSEC's ecological and social transition strategy "Together", aimed at transforming the school's practices in depth.

Launch of the equal opportunity program "Une grande école: pourquoi pas moi?" (A top business school – why not for me?) aimed at high school students from modest backgrounds: 60,000 young people have already benefited from ESSEC's programs.

First management school to offer apprenticeships to students, an option chosen by 30% of them in 2022.

Launch of the first student scholarships: this is the beginning of a support policy for the least privileged students, enabling the school to welcome 23% of scholarship holders in 2024.

Launch of the GBBA Sustainability Track and the Executive Master in Strategies for Sustainability; signature of "L'autre Cercle" charter.

Creation of 4 new chairs on Sustainability stakes.

Creation of the social accelerator Antropia ESSEC.

Creation of the Innovation and Social Entrepreneurship Chair to train students about how organizations can have a social impact.

Creation of the Urban Economics Chair, a pioneer program in the use of management to serve the general interest and take into account territorial issues.

Introduction of the first business ethics course: ESSEC's humanist ambition is reflected in the teaching methods used and in the values transmitted to students.

TESTIMONIES



ESSEC is one of the leading Grandes Écoles in ecological and social transition. Sustainable development is central to its programs and activities. Still, it also actively contributes to creating a desirable future for younger generations. I can see this commitment at the

service of the collective and of Sustainability in the context of the CDEFM. For example, ESSEC teams drafted the Sustainable Development & Social Responsibility competency framework, engaged in ministerial meetings and events on sustainability, and co-leads the expert committee dedicated to this subject, ensuring that all schools, regardless of their level of improvement, can commit to sustainability as well.

Through these actions and initiatives, ESSEC plays an essential role in environmental and social transition in higher education and serves as a model for other institutions.

Françoise GROT,
General Secretary of the CDEFM (Conference of Boards of French Management Schools)



Working at a school where environmental and social transition are priorities is a privilege!

These topics are key, yet we often find that they aren't given the attention they deserve during conversations. Lack of time, lack of support...

At ESSEC, we have passionate professionals bursting with ideas who offer countless opportunities.

Whatever your role or availability, you can do something meaningful for this crucial transition.

We don't know what the future holds, but we do know who will shape it. Let's not be fatalists or give up; everyone's contribution has an impact. Let's take advantage of this dynamic and privileged environment to act. Attend conferences and enrol in training sessions—it's an opportunity to learn incredible things, meet inspiring people, and deepen your commitment. It's a virtuous circle.

Denis POULAIN,
Head of the CFA, Together Ambassador and member of the COCON



In many ways, our partnership with ESSEC is enriching for the Cergy-Pontoise urban area. Achieving a successful regional transition requires breaking down barriers and strengthening cooperation between institutions and the public and private sectors.

ESSEC embraces this principle wholeheartedly, collaborating in many areas, such as:

- The Eco Citizen Boost project (in collaboration with the Bleu Blanc Zèbre association) that connects local associations and residents—including ESSEC students—to develop projects, partnerships, and exchanges with CYU and the city of Cergy.
- With Antropia ESSEC, we explore and structure actions for the circular economy based on local needs.

This partnership also allows us to exchange best practices, methodologies, and organizational insights on our carbon footprint assessments, responsible purchasing, green budgets, water management, catering services, and more.

Guillaume QUEVAREC,
Head of Sustainable Transition projects Urban Community of Cergy-Pontoise



We have completely transformed the course offerings at ESSEC to consider the challenges of environmental and social transition. We continue to go further, introducing new themes, fostering critical thinking among our students, and sharing the latest

research and practices on social and environmental transition.

For instance, we have introduced a degrowth course. This interdisciplinary course, taught by eight different ESSEC professors and researchers, encourages students to reflect on the concepts of growth and degrowth, the limitations of green growth, consumer culture, degrowth social movements, impact-driven businesses, as well as the geopolitical challenges of green growth and food sufficiency.

Delphine DION,
Marketing Professor & Researcher on sustainability, member of the COCON



As a student, I think ESSEC's environmental and social transition approach is comprehensive. I have observed and participated in various Together initiatives throughout my studies, including the PQPM equal opportunity program, for which I served as a

mentor; local initiatives; and green mobility scholarships, a crucial aspect given the emissions of international student travel.

The school also raises awareness through the students in charge of CSR topics within student associations whom the school encourage for good practices. It's an ongoing process; getting the association offices on board will take time.

Social and environmental dimensions are also being integrated into core management courses, such as accounting. While this effort is ongoing, it must be further generalized.

Alice VOLOSINSKI,
Student and member of the COCON



ESSEC was ahead of most other schools regarding environmental and social issues. This approach aligns with the rooted convictions of the school's history. The background work, led in particular by ESSEC Together for almost five years, coordinates the school's

leadership, faculty, students, alumni, and key local stakeholders' efforts to transform the school across multiple dimensions.

These efforts are paying off through integrating sustainability into academic programs, changes in students' behaviours, the progress in creating a more sustainable campus, which is already well underway, and the fundamental work of local social integration. This long-term approach relies on dedicated and highly competent teams who share a genuine determination to drive change.

Amaury KLOSSA,
ESSEC 1998, Partner - Head of Energy & Utility Practice at Arthur D. Little, member of the COCON



ESSEC
BUSINESS SCHOOL

ESSEC Business School

3 avenue Bernard-Hirsch
CS 50105 Cergy
95021 Cergy-Pontoise Cedex
France
Tel. +33 (0)1 34 43 30 00
www.essec.edu

ESSEC Executive Education

CNIT BP 230
92053 Paris-La Défense
France
Tel. +33 (0)1 46 92 49 00
www.executive-education.essec.edu

ESSEC Asia-Pacific

5 Nepal Park
Singapore 139408
Tel. +65 6884 9780
www.essec.edu/asia

ESSEC | CPE Registration number 200511927D
Period of registration: 30 June 2023 - 29 June 2029
Committee of Private Education (CPE) is part of SkillsFuture Singapore (SSG)

ESSEC Africa

Plage des Nations - Golf City
Route de Kénitra - Sidi Bouknadel (Rabat-Salé)
Morocco
Tel. +212 (0)5 37 82 40 00
www.essec.edu

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