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TO A BETTER
WORLD:**



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**CORPORATE
SOCIAL RESPONSIBILITY
REPORT
2023**



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SOCIAL RESPONSIBILITY REPORT
2023**

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TRAINING

for the common good

How does your Group's CSR policy fit in with its overall strategy and tie in with its purpose?

Today, a milestone has been reached. Companies need to adopt a systemic approach as leaders in the transition to sustainability. This is all the more relevant for our higher education group, whose purpose goes beyond employability and entails training citizens who are aware of the challenges and urgent issues shaping the modern world. This is what our schools are all about: general culture, preparing students for the green transition and developing their operational knowledge.

CSR is therefore of paramount importance for



TIME TO ACT

the OMNES Education group, with application procedures for each school and campus. This compulsory subject is present in all our curricula, as all our students must be ready to become responsible professionals in today's world.

How do you see CSR evolving in the higher education sector, and what role does OMNES Education hope to play in this changing landscape?

CSR takes into account the complexity of the world and the need to act to change things for the better. The aim is to share values, tools and methods to better analyse this complexity and address current and future issues, both in the workplace and in society. Our role is to support the empowerment of young people in these areas.

The CSR transition concerns everyone, and its various strands are interdependent. For example, at our engineering school specialising in AI, ECE, we are positioning ourselves in the "green AI" field, by training our students to work on models that consume less energy. We optimise AI and data centres to improve energy efficiency. This example shows the importance of a holistic approach when considering subjects and their reverberation effects, which are sometimes inadequately anticipated. We have set up dedicated teams, with

skilled specialists, to implement action plans. It's also essential to combine theoretical and practical training. It's up to us to prepare this mobilisation for the green transition, through a comprehensive, systemic approach, based on values, knowledge and skills through action, while reflecting on each person's practices for the sake of improving the common good. We are convinced that being well trained generates a ripple effect: well-trained young people inspire others, young and old alike, to follow in their footsteps.

What are your priorities for the next three years?

- **HONOUR** our commitments (including the CSRD) and our action plans from the "TIME TO ACT" strategy, our foundation.
- **GO THE EXTRA MILE** by applying our actions to all communities and structures, and duplicating our successes, such as the eco-design approach on our existing campuses after trialling innovations in Marseille and Bordeaux.
- **PRESS ON WITH** continuous improvement through greater stakeholder involvement, such as involving our students

in the innovations of their own academic institutions. We want to reconcile the educational with the institutional. Our on-campus "La Fabrik" impact incubators are a real asset in this respect.



José Milano

EXECUTIVE CHAIRMAN
OMNES EDUCATION GROUP



The Strategy

TIME TO ACT

In 2021-2022, OMNES Education officially established its CSR strategy and has been putting it into practice since 2023.

This strategy for transitioning towards sustainability is supported by committed and responsible governance, and is underpinned by three key priorities: training in the green transition, for the fulfilment of its learners, environmental coherence, and the well-being of its communities through a policy of equality, diversity and inclusion on a societal level.

Continue to be a committed and responsible Group, respectful of the planet and people and a key player in transitions within the higher education sector, for a more sustainable and inclusive world, which trains informed, competent professionals who will contribute to the transition of organisations.



Like our students:
**OUR APPROACH IS YOUNG, DYNAMIC AND
AMBITIOUS**

Last October, we created the Human and Social Commitment Department, within which we have integrated the CSR DEPARTMENT. Within the EXECUTIVE COMMITTEE, the TIME TO ACT strategy is supported so that it is fully deployed both within the business departments and across all campuses. We harness our complementary skills and shared vision to address the full range of CSR issues for the Group, thus empowering it to be a leading player in the green transition.



Muriel Cordier
CSR DIRECTOR
OMNES EDUCATION GROUP



Loïc Delboulbé
DIRECTOR OF
HUMAN AND SOCIAL
COMMITMENT, OMNES EDUCATION





We have set objectives for each of the strategic pillars discussed in this report:

- Embedding **CSR** in all programmes and research
- Decarbonisation and sustainability of our activities and actions
- Equality, diversity and inclusion for students and staff

We can all be proud of what we've achieved in less than a year; here are just a few examples:

- Creation of a network of advisors for the prevention of sexual and gender-based violence and all types of discrimination, with the implementation of a comprehensive protection system;
- Nearly 500 students with disabilities supported;
- An initial network of **TIME TO ACT** student advisors;
- Results for green it: 100% of our equipment is recycled or re-used, and resold at bargain prices to our communities in refurbished form;
- Energy results: 100% of our purchased energy is renewable and of French origin;
- An ambitious decarbonisation plan: 53 specific actions and a Carbon Committee set up to implement them;
- A "responsible campuses" common roadmap with 73 actions in progress across all campuses;
- The launch of the first call for **TIME TO ACT** proposals with 7

projects completed;

- Raising of staff awareness about the green transition: 200 newcomers to the Group trained at a Climate workshop, 200 managers trained with the Climate School and over 400 employees have attended Green Café sessions,
- A meaningful **QWL** policy for employees: 240 actions in progress; and signature of a gender equality agreement,
- And of course, the introduction of a **CSR** profit-sharing scheme for Executive Committee members and the completion of our double materiality analysis for the **CSRD** to support the transformation of our business model.

Our success lies in championing a strategy that is gradually being rolled out on all campuses at the same time, with appropriate tools to support it and visible results that encourage everyone to join in. To honour our **TIME TO ACT** pledge in practice, we rely on the Group's one hundred or so committed **CSR** advisors, and support the promotion of their key role.

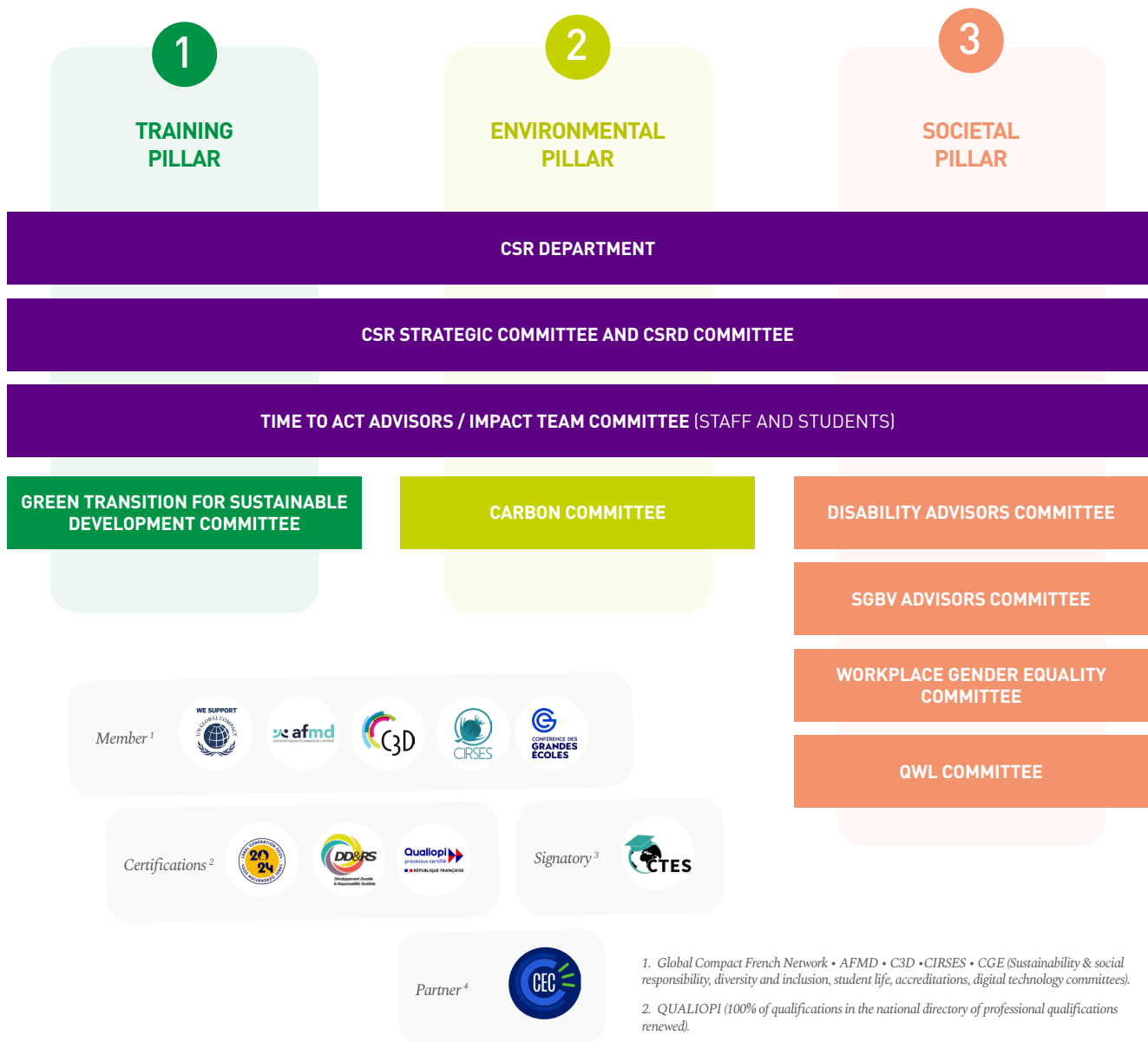
Our aim is to make **CSR** part of our global culture, and to get each business unit to take up the role it has to play so that, together, we can move to the next level.



THREE PILLARS *to act*

The CSR Department implements the 3 pillars of its TIME TO ACT strategy in France and abroad to serve the 3 communities of the OMNES Education group: campuses, students and staff. This connects more than 100 TIME TO ACT advisors as well as all business departments within 8 CSR committees.

The idea: encourage ever greater synergies for effective, transformative social and environmental action in the interests of sustainability.



1. Global Compact French Network • AFMD • C3D • CIRSES • CGE (Sustainability & social responsibility, diversity and inclusion, student life, accreditations, digital technology committees).

2. QUALIOP1 (100% of qualifications in the national directory of professional qualifications renewed).

3. CTES (for ESCE).

4. Participates in the Convention des Entreprises pour le Climat (CEC): Chambéry Campus (and soon Rennes Campus).

THREE COMMUNITIES

that are both contributors and beneficiaries



Our goal: Make CSR a core feature of training and research programmes and encourage **#INTERDISCIPLINARITY** to train our students to become conscious **#citizens** and professionals who play an active part in **#TRANSITIONS** as **#CHANGEMAKERS**.

TIME TO ACCOMPLISH

7/10

students want more training in the green transition*

* CNE / RESES survey



Researchers' view

“Because it emits various greenhouse gases, human activity is driving the climate change that our planet is experiencing. But it is also having an impact in terms of depleting natural resources, destroying biodiversity and disrupting the water cycle. According to the STOCKHOLM RESILIENCE CENTRE, human activity is leading to certain planetary boundaries being crossed, calling into question the balance of ecosystems and ultimately jeopardising the planet's habitability.

Given the urgency of this situation, we felt it necessary to develop new modules to train students in the green transition. The latter are changemakers in their own day-to-day lives, but also within companies, where they will be able to contribute their expertise, whether in terms of reporting obligations (e.g. the CSRD), designing new products or updating business models. »



Philippe Naccache

ASSOCIATE PROFESSOR INSEEC
GRANDE ECOLE



Find out more:

→ [The 9 planetary boundaries](#)

A GOAL FOR ALL OUR SCHOOLS

Environmental & societal transition: on all agendas, on all minds

OMNES Education factors the environmental and societal transition into 98% of its programmes, and has organised itself to achieve this. Today, the Group has 500 academic partners, 4 research centres and 2 Research Chairs with 200 tenured lecturers, including 120 research professors. Together, they are all committed to embedding the transition into their programmes.

MAKING CSR A CORE SUBJECT

The courses available to OMNES Education students are designed to provide a strong knowledge and skills base on the green transition, in line with the French Ministry of Higher Education and Research's Climate and Biodiversity Plan. This includes the following themes, which are therefore taught to first-cycle students through hybrid proposals: climate change, including mitigation and adaptation, biodiversity and its preservation, resources and their availability, just and equitable transition and planetary boundaries.

Goal
100%
2026
of the Group's programmes
taking CSR on board (98% today)

SPECIALIST CSR COURSES IN ADDITION

To go the extra mile in providing tomorrow's economic players with more solid CSR training, our schools also teach a whole range of programmes, catering to their personality and DNA, dedicated to the green transition. For example:



SUSTAINABILITY
AND GREEN TRANSITION MANAGER AT INSEEC MSC



EXECUTIVE MBA IN ENERGY AND GREEN TRANSITION,
CSR & SUSTAINABILITY AT MBA IFG



BRAND CSR COMMUNICATION
AT SUP DE PUB



MSC SUSTAINABILITY AND
INNOVATION MANAGEMENT AT IUM



TAKING THE TRANSITION ON BOARD

for committed professionals

“For OMNES Education, preparing all its students for social, societal and environmental transitions is a priority and a responsibility. Alongside original educational initiatives for students (SHIFT(S), PACT, S3C or the Anthropocene: basic principles & TASK certification), lecturers are encouraged to gradually factor these issues into their lesson plans, whatever their subject.

It is also crucial that each student be able to strengthen the multidisciplinary nature of their own learning path, to develop a critical and systemic analysis of the world. With that in mind, we have made 100% of our schools' online modules available on an open-access basis. This has resulted in nearly 6,000 open enrolments of students in modules bearing on different subjects to their own.

Another challenge is to train teams ready for transition. Our training platform is thus accessible to all our staff, and offers the Climate School programme on climate change, its consequences and options of actions to be taken based on their business function, as well as the "S3C" course. What's more, targeted training courses on discrimination and sexual and gender-based violence are organised to round off the societal training we deliver. »

Pascal Vidal

ACADEMIC DIRECTOR
OMNES EDUCATION

Our position is to act at every level of a student's life to educate, raise awareness and validate CSR learning, making it a standard requirement in their future working lives.

STRENGTHENING KNOWLEDGE

SHIFT(S) PROGRAMME & S3C MODULES

→ **SHIFT(S)**: is an interdisciplinary programme created by OMNES Education, intended to develop and round off our students' training through a clearer understanding of key issues and changes shaping society and societies. The 3-year programme is taught throughout the Bachelor's degree, with 12 hours of training per year, and a hackathon to round off this sprint. At the end of the programme, launched in 2022, participants receive academic and professional certifications in addition to their degree. An effective way to inspire change and kick-start good **CSR** reflexes.

→ **S3C** (which stands for Common Set of Core Knowledge and Transversal or Basic Skills in the Anthropocene): this project, created by UVED*,

Total commitment at every stage

whose first private group partner since the end of 2023 is OMNES Education, provides in-depth content on current ecological issues. It gives students and staff keys to understanding, reflecting on and examining the problems, issues and steps that could be taken, with modules covering such topics as climate change, planetary boundaries, resource conservation and biodiversity. Available to everyone on an open-access basis, this wealth of information also includes a module specially designed for lecturers to help them factor it into their lesson plans.

* Université Virtuelle Environnement et Développement durable

12,000 Goal 2025

students with access to SHIFT,
(6,400 today)

The SHIFT(s) B3 scheme has enabled close interdisciplinary collaboration and experimentation between students from 4 schools in 4 different subject areas - engineering, communication, political science and management - to jointly craft air quality solutions.

Julie Sabadell

PARTNER SUPPLIER

To further heighten their awareness, the "Event Goals" project taken by INSEEC Bachelor students on the 17 SDGs educates them about the key social and environmental issues for a sustainable world so that they naturally think to include these issues in their individual or collective projects.

Antoine Leclerc

TIME TO ACT CSR ADVISOR



FIELDWORK:

FROM PACTS TO ACTS

The Programme d'Action Citoyenne de Terrain (**PACT**) has been developed by OMNES Education in partnership with Groupe SOS, Europe's leading social & solidarity economy (**SSE**) company. It engages students in a semester of intensive volunteer work (20 hours minimum) within SSE associations, raising awareness and inviting them to reflect on their role as active, committed citizens. These practical, varied missions, for example with the Red Cross or the food charity Restos du coeur, are recognised by **ECTS*** credits: a way of encouraging active involvement and inspiring charitable action. OMNES Education is the first French educational group to have launched a volunteer service in the fields of **CSR**.

* European Credit Transfer and Accumulation System

2,000 Goal 2025

students with access to PACT,, representing 50,000
citizen hours

CERTIFYING YOUR SUSTAINABILITY EXPERIENCES WITH TASK

The Assessment of Sustainability Knowledge (**TASK**) certifies **CSR** knowledge in 3 areas: environmental, economic and social. Tested in 2023 in 2 schools (ECE engineering school and ESCE business school), it has enabled over 500 students, who may or may not have been specialising in sustainability, to certify their knowledge. This success has encouraged us to offer **TASK** to all our schools at the start of the 2024 academic year: that's 20,000 students in France and abroad. This project places OMNES Education among the top 20 French "Change Leaders", with certification recognised by the UN.

Entrepreneurship that is *impactful* and thriving

OMNES Education supports students, throughout their studies, in their efforts to create committed businesses having a positive impact. As such, we have set up a whole network to support them in a professional project that is meaningful to them.

LA FABRIK AND FABLAB: INCUBATORS THAT NURTURE COMMITMENT

Within the La Fabrik and Fablab networks, the entrepreneurial ecosystem thrives with a vision firmly geared towards "Tech for Good" and CSR. La Fabrik is a catalyst for open innovation, supporting some twenty high-impact projects annually with a €3,000 grant each. Equipped with an inspiring coworking space, an active network of FabriKants and a host of expert mentors, La Fabrik provides an environment conducive to creation and growth. Five impact incubators in Paris (Eiffel, Villette, La Défense), Bordeaux and Lyon, as well as the specialist engineering FabLab at ECE in Paris, are opening up new horizons for student entrepreneurs.

Together, these innovation hubs are redefining entrepreneurship, setting the stage for ideas to crystallise into tangible, progress- and purpose-driven solutions. To create even more opportunities, in 2024-2025, with the "COLLAB FOR GOOD" programme, the La Fabrik network of incubators will open up to impactful projects proposed by staff.



POSITIVE CHANGE *above all*

"My role is to develop an extensive network of incubators and federate all the schools by deeply embedding volunteering into the "FOR GOOD" strategy. At La Fabrik, we are forging an ecosystem that fosters the personal development and positive change of project leaders more than the projects themselves. Our aim is to support positive intentions, to accompany them, avoiding the potential frustrations that can arise in the quest for performance and focusing on their capacity to have an impact, while remaining pragmatic and realistic. The methodology is an essential skill for starting up a business. It came about later in France, in the 2000s, with the dot.com crisis.

At La Fabrik, we empower our young people with these methods, despite restrictive perceptions and barriers. Lionel, the experts, and I share the same commitments: do things that serve a purpose, as I've done with my own audio streaming company aimed at children aged 0 to 10 years old. »

Patrick Fabre

LEAD MENTOR AT LA FABRIK



With motivated people WE MOVE MOUNTAINS

"This sums up what La Fabrik does to a tee, by supporting students in their plans to start up a business, association or an event with a positive impact. Open to all levels, it typically targets students in their 4th and 5th year, who are sufficiently mature and eager to learn more, often by stepping out of their comfort zone. While the educational model is based on "Learning by Doing", experts supervise them throughout the year at regular coaching and inspiration meetings. Around 60 projects are led in this way every year, the only criteria being: viability and positive impact. La Fabrik only exists thanks to the students and their incredible obsession with positive impact. Here, we talk about helping each other out and a virtuous ecosystem: there's no fund-raising. Projects are built to last for several years, each imbued with the students' own personalities. »

Lionel Steve

DIRECTOR OF LA FABRIK



Hapaulo is a babysitting platform specifically for disabled children. It has been a real entrepreneurial adventure, teaching us resilience and above all that no obstacle will ever put out the fire that burns so bright inside us, as it is kept alight by our personal experiences.

Léa Guezais & Elisa Jolivet

HAPAULO CO-FOUNDERS,
SUP DE PUB ALUMNI



PROTECTHEAT

BY
Ethane Kalifa

is an intelligent fire-fighting system that detects abnormal increases in temperature to prevent fires and save lives. Installed in electrical panels, it monitors wires to detect overheating and cut off power before a fire can break out. In the event of danger, it immediately sends an **SMS** notification to the user. Adaptable to all types of installation, ProtectHeat has scooped the French Chamber of Commerce and Industry Jury's Favourite award and a gold medal at the Lépine 2023 competition.

SOME AWARD-WINNING PROJECTS

by La Fabrik

STUDYLANC

BY
Camille Huon
& Cheyenne Bouchet

helps students and graduate freelancers to connect with companies. This service gives companies greater flexibility and access to a wide range of expertise and talent selected from the best schools. Depending on their skills, level of education and experience, they cater to different needs in the fields of business, design and communication. This is a fantastic stepping-stone for students into the workplace.



TIKO

BY
Sarah Le, Antoine Ghiassi
& Alex Vinant

is an app that raises awareness of marine wildlife protection via **AI**. It enhances the aquarium visitor experience by making it interactive and fun, while raising awareness of the marine world. In real time, it's possible to recognise aquatic species and obtain information about them, as well as the ecological challenges facing the ocean. The app is currently used in 14 aquariums across Europe and hopes to open up to other places of interest such as zoos and museums.



IMPACT ENTREPRENEURSHIP PROJECTS IN AFRICA

"As a member of the Global Compact, we are implementing various impact initiatives in Africa, including:

On 28 February 2024, IFG AFRIQUE organised, in partnership with the Burkinabe employers' association, a **CSR Day** in Burkina Faso, bringing together more than 250 stakeholders to discuss the subject and its themes. This was above all an opportunity to forge partnerships aimed at more sustainable development for the African continent.

In partnership with Zebox West Africa, which supports entrepreneurs and 19 startups in the fields of logistics, fintech and healthcare, IFG AFRIQUE has contributed to the creation of a private club enabling large companies and innovative startups to work together to create more added value.

In addition, IFG AFRIQUE supports and mentors young women with disabilities, helping them to develop and structure their professional and entrepreneurial activities in Côte d'Ivoire. »

Souhila Mager
IFG AFRIQUE DIRECTOR



ENTREPRENEURIAL IMPACT PROJECTS IN SAN FRANCISCO

"In San Francisco we are committed to impact entrepreneurship by supporting the startups incubated on our campus according to the UN's 17 **SDGS**, in the "Tech for Good" sector. We connect our students with innovative Bay Area stakeholders: entrepreneurs, impact investors and sustainable innovation platforms.

In 2024, we launched a "learning expedition" dedicated to sustainable innovation management. Finally, with La Fabrik, we are working closely to promote exchanges between San Francisco's impact ecosystem and OMNES Education's network of companies, partners and project leaders, with the aim of fostering their development. »

Ronald Morris
SAN FRANCISCO CAMPUS

CSR: let's learn more about it *and advocate it!*



PORTRAIT

THE MAJOR CAUSES COMPETITION, FOR COMMITTED COMMUNICATION CAMPAIGNS!

Anne-Françoise Stasser

DIRECTOR OF SUP DE PUB AND "MAJOR CAUSES"

"Environmental, social and societal themes are naturally woven into Sup de Pub's educational DNA. The "major competition" is a hallmark of our pedagogy and eagerly awaited by our first-year Master's students. They work in teams on a practical case study of partner companies, typically from the SSE sector, such as Emmaüs, UNESCO, Fondation Orange* or COP1*. These companies are keen to run a communication campaign on their positive-impact issues. Agencies tend to respond to these "major cause" requests: so it made sense to us to experiment with these practices within the school, and that's what we've been doing for over 20 years. This is a great way for our students to work in real-world conditions, under tight constraints, particularly in terms of resources. The more constraints there are, the more creative the students have to be! This challenge brings together over 60 partners, including advertisers and agencies, and more than 140 student teams each year.

And they're more than willing to take part! For them, it's a way to find purpose in their professional commitment. They look forward to it – but

feel the pressure, too. Some very inspiring ideas have come out of this initiative incidentally, with many of our alumni receiving awards each year for charity campaigns.

In addition to the students, we have received very positive feedback from companies and agencies. It's not uncommon for student groups to be asked to develop their proposals further! »

* COP1: Association fighting against precarious situations among students



The CSR initiative,, which I'm proud to support on the Lyon campus, has given rise to an app that assesses student well-being. The project has led to fruitful exchanges, identified challenges linked to student well-being, and strengthened dialogue between CSR advisors and students.

Lenzo Di Placido

CSR STUDENT
ADVISOR, LYON CAMPUS

Initiatives which give pride of place to CSR



PUTTING THE WORLD TO RIGHTS AT A GREEN CAFÉ SESSION

"Green cafés" bring staff members together to discuss the Group's CSR policy, to understand and act. These laid-back sessions open to all are a chance to chat with an expert, to explore a subject in greater depth and define personal and professional levers for action. 400 employees were thus able to learn about CSR themes this year: carbon footprint and transition plan, green it, prevention of sexual and gender-based violence (SGBV) and Equality, Diversity and Inclusion (EDI) policy. Resource sheets, dedicated kits and replays are then made available to everyone so they can take something constructive away with them.



ENCOURAGING RESEARCH AND INNOVATION: AND SHARING THE BENEFITS

The 120-strong Research team has produced 426 ranked scientific publications since 2020. Its themes have been redefined to chime with the Sustainable Development Goals, targeting institutional and collective dynamics in the context of green and digital transition, as well as the reconfiguration of sustainable territories and organisations. An Ethics Committee and a Charter have been established to guarantee inclusion, protection of individual rights and research integrity.



75%
of research work
is linked to an SDG* topic

** Sustainable Development Goals (SDGs): A set of 17 global goals adopted by the UN to end poverty, protect the planet and ensure prosperity for all by 2030.*



CLIMATE SCHOOL: TRAINING OUR STAFF TO BOOST CSR CHANGE!

The Climate School training programme offers science-based, targeted microlearning courses to train staff in the necessary transitions in their business functions. 300 employees were enrolled in 2023: Time to Act advisors, lecturers/researchers, Executive Committee/Board members, members of the carbon committee or CSRD committee, CSR-linked working groups, decision-makers in the business departments with the highest carbon emissions. All of which will support and accelerate our Time to Act initiative.

300
employees on board



STUDENTS TRANSFORM THEIR CAMPUS

The Lyon campus organised a challenge for 3rd year Bachelor students called "Set the green transition of the OMNES Education campus in motion". For four days, they worked on projects concerning water, energy, waste and the circular economy. This challenge enabled them to get involved and come up with practical solutions for the green transition of their campus.

Find out more:



[Learning about ecology](#)



QS SUMMIT: LEADING CSR TO THE SUMMIT OF SUCCESS

EU Business School co-organised the QS Summit 2024 in Barcelona, one of the biggest events in European higher education, on the subject of young people as changemakers in sustainability. On the agenda: workshops on impact measurement, on tools for future professionals in a changing world, or on innovation for positive change.



"CAN B": A CORPORATE PROGRAMME FOR MEASURING IMPACT

OMNES Education has joined the second cohort of the CAN B programme at Paris La Défense, alongside other companies committed to CSR. This programme uses the B CORP benchmark to assess and improve the environmental, social and societal impact of participants, thereby strengthening their commitment and performance.

Our goal: commit to the
#DECARBONISATION of
our activities: “Net zero” by 2050
and in the #SUSTAINABILITY of
all our actions.

The Group has set up
a #TRANSITION PLAN,
including 53 targeted actions
to annually bring down its GHG
emissions by 2.5%.



TIME TO BE CONSISTENT

A #CARBON COMMITTEE
made up of key decision-makers,
launched in February 2024,
oversees the deployment of this
plan on scopes 1, 2 and 3.

Net Zero Target by 2050.

Researchers' view

“Management science research applied to the environment aims to develop strategies that minimise the ecological impact while optimising economic performance. The INSEEC-OMNES research centre has published a number of works outlining strategies for mitigating risks and increasing corporate social responsibility, establishing a crucial link between scientific research and carbon reduction policies.

OMNES Education's educational approach incorporates this research into its programmes. The aim is to provide students with up-to-date knowledge of innovations and practices in management science. Thanks to the implementation of sustainable practices on campuses, students have practical examples of responsible resource management. By training students to factor these dimensions into their professional practice, we are directly addressing a need in the job market, while preparing these graduates to be agents of change and sustainable innovation. »



Hachmi Ben Ameur

ASSOCIATE DEAN FOR RESEARCH INSEEC
GRANDE ÉCOLE



SUSTAINABILITY AND DECARBONISATION

Less carbon, more life!

Since 2020, OMNES Education has carried out two carbon footprint assessments based on the method developed by ADEME.

AIMS: identify and prioritise where our carbon emissions come from, and define and implement a transition plan supported by our carbon committee, to reduce our environmental impact and protect the living world.

10,772 T CO₂e
or 353 kg CO₂e / student

OUR MAIN SOURCES OF EMISSIONS AND AREAS FOR ACTION ARE PRIMARILY IN SCOPE 3* AND ARE:

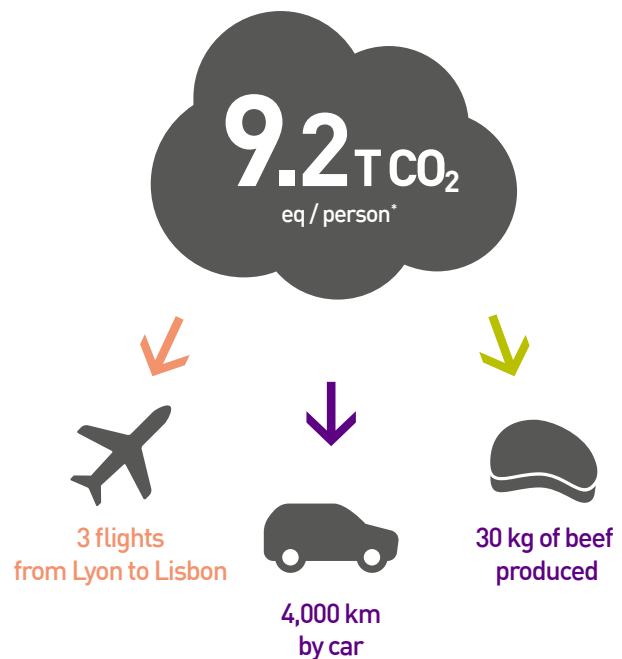
- **36%** INPUTS, LINKED TO THE PURCHASE OF GOODS AND SERVICES
- **35%** INTERNATIONAL TRAVEL AND COMMUTING
- **17%** DIGITAL TECHNOLOGY
- **13%** FIXED ASSETS: CONSTRUCTION AND MAINTENANCE OF OUR BUILDINGS

In Chambéry, we want to make an active contribution to transforming the economy to stay within the planetary boundaries, but we can't do this alone.

By joining the Convention des Entreprises sur le Climat (CEC), we have access to top-level speakers who can advise us about the real issues and guide us in this respect.

Damien Bezancon

DIRECTOR, CHAMBERY
CAMPUS



WHAT DOES THE CARBON FOOTPRINT OF ONE FRENCH PERSON PER YEAR REPRESENT?

* Ministry of Ecological Transition (2022)

GOAL

2.5% annual reduction in our CO₂ emissions

Based on the results of our carbon footprint assessment, we are rolling out a 53-action transition plan to achieve our "NET ZERO" goal by 2050. We're tackling the areas that produce the most emissions to bring these down and protect the living world.

SUSTAINABLE PROCUREMENT AND WASTE MANAGEMENT

Apply the "sustainable procurement" charter to promote sustainable practices. Give precedence to suppliers committed to a CSR and/or accredited/certified initiative. Work with these suppliers to reduce single-use plastic and eliminate unnecessary packaging. Ensure waste reporting, reduce waste and promote recycling, reuse and circularity.

TRAVEL

Strengthen our low-carbon mobility policy, encouraging business trips by train, staying in eco-friendly hotels and, if necessary, hiring small electric or hybrid cars. Raise awareness and encourage the use of low-carbon modes of transport with the "SUSTAINABLE MOBILITY" scheme, which offers an incentive for the purchase of a bicycle and free public transport passes. Upgrade the vehicle fleet, opting for hybrid and electric models. Develop remote working. Draw up a sustainable mobility plan for each Campus.

DIGITAL EQUIPMENT AND USES

Apply the green IT charter. Extend the lifespan of IT equipment. Reduce the telephone fleet by 5% thanks to the dual SIM system and the purchase of refurbished equipment. Implement a plan for frugal digital use aimed at reducing digital technology emissions by 5%.



Offering our students an increasingly appealing range of mobility options in Europe and promoting rail travel will be the milestones in our strategy to lower emissions linked to international mobility.

Nicolas Chapuis

MEMBER OF THE CARBON COMMITTEE

OUR PLAN *for transition*

A transition plan is a detailed strategy aimed at gradually reducing an organisation's carbon emissions, by switching to renewable energy sources, improving the energy efficiency of buildings and embedding sustainable practices into all our activities.

ENERGY

Implement the energy efficiency plan by adopting such sustainable solutions as 100% LED, automatic detectors and integration of energy performance clauses. Improve energy performance by renovating buildings and implementing building management systems. Monitor energy consumption.

TRAINING, AWARENESS-RAISING AND COMMUNICATION

Operational monitoring of the implementation of OMNES Education policies and charters, production and distribution of communication tools on these subjects (posters, infographics, communication kit, etc.) Awareness days, targeted training and involvement of staff and students in these initiatives.

What is a Scope?

This is a way of sorting greenhouse gas emissions according to their origin:

Scope 1 → includes direct emissions from sources owned or controlled by the company (such as machinery or boilers used in its production buildings).

Scope 2 → concerns indirect emissions linked to purchased energy consumption (those stemming from electricity used in the company's offices and classrooms).

Scope 3 → includes all other indirect emissions linked to the company's activities (those generated by the manufacture of purchases or employee and student travel).

CARBON COMMITTEE

To support this transition, a carbon committee was set up in February 2024, bringing together representatives of the departments with the highest CO₂ emissions, i.e. procurement, general services, marketing, IT and international mobility. This committee meets regularly to define and coordinate the actions to be taken, and to monitor the progress of the 53 measures set out in the transition plan.

Thanks to this transition plan supported by the Carbon Committee, we are confident that we can achieve the goals we have set ourselves.

ENERGY

Setting an **example** by opting for renewable energy sources **of French origin**



To lower our carbon emissions and protect life, the vast majority of the Group's energy sources do not emit CO₂, which means we have a highly decarbonised energy mix, while contributing to the development of clean energies.

In France, electricity is mainly nuclear-generated, so its emission factor is relatively low compared with fossil fuels such as natural gas.

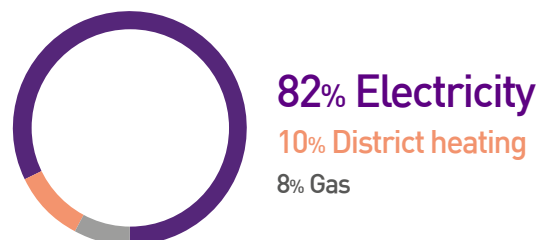
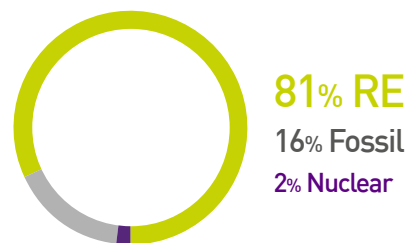
100% of electricity purchased is of renewable origin, thanks to this initiative 82% of final energy consumption is of renewable origin.

82%
of our final energy consumption
is of renewable origin.



The Bordeaux campus is testing actions aimed at reducing pressure on biodiversity, protecting and restoring ecosystems, and bringing about change to reverse the trajectory of biodiversity decline. It will lead the way for the Group.

Ludivine Romary
TIME TO ACT ADVISOR,
BORDEAUX CAMPUS



BREAKDOWN OF
ENERGY CONSUMPTION



THE ENVIRONMENT AT THE HEART OF INNOVATION *in Marseille*

“This campus, which harmoniously fits into the historic cityscape, is located right in the city centre and is part of Euroméditerranée. This district factors in the geographical, climatological and cultural specificities of the Mediterranean, and is an exemplary urban renovation in ecological terms, as well as being technologically innovative. This new campus is designed to have the least possible impact on the environment, both in terms of construction and operation. Beyond the scope of OMNES Education’s activities, this project is intended to revitalise a neighbourhood by providing infrastructure for the residents and co-operative education students at the school.

The characteristics of the terrain are particularly complex: a small surface area of 1,800 sq.m., with dry, difficult-to-work soil (an old abandoned car park). To minimise noise and dust pollution, we opted to prefabricate the components off-site. The architectural ensemble will be in keeping with the surrounding buildings, while adding a contemporary touch.

To meet the challenges, we have several priorities for the new campus:

Low-carbon energy use→We will use the Thassalia sea water loop, the first geothermal power plant in France to use sea water, to provide heating and cooling via a network of four tubes. A solar panel roof will ensure self-supply and almost total energy self-sufficiency.

Bio-based building materials→We will be among the first at Euroméditerranée to use rammed earth for timber-frame facades, offering intrinsic hygrometric qualities.

Pleasant living environment→Exterior surfaces will be planted, with interconnecting terraces, to compensate for the lack of green space on the ground. The campus will not generate additional traffic, as there will be no car parks, only cycle parking.

A place for socialising→The campus, with its cafeteria and meeting areas, becomes a real hub for getting together. It encourages sharing, innovation and relaxation for students.

It’s a challenging project, but we’re proud of this inspiring achievement. It proves that it is possible to develop projects that are both qualitative and environmentally friendly, combining profitability and innovation. This building has been designed to be reversible, suitable for purposes besides higher education, in order to guarantee its sustainability. »

Sylvain Coulange
DIRECTOR MARSEILLE
CAMPUS

New campuses that are energy-efficient and environmentally- friendly

LA DÉFENSE CAMPUS A MODEL OF FRUGAL ENERGY USE

The La Défense campus, centrally located in Europe’s premier business district, offers modern, high-performance facilities. We have implemented specific measures to monitor, reduce and optimise our consumption of water, energy and food. For example, over 15,000 sensors have been installed on campus blinds. These sensors automatically close the blinds and switch off the heating at certain times, thereby guaranteeing maximum energy savings. What’s more, as part of an integrated plan with the local authorities, a rainwater harvesting system has been installed for the washroom facilities. The La Défense campus stands out as a centre of innovation, sharing and relaxation for students, while integrating sustainable, responsible practices.

BORDEAUX CAMPUS INCLUSIVE, ENERGY-EFFICIENT RENOVATION

It’s always more of a challenge to bring existing old buildings into compliance with ambitious environmental standards, but this is exactly what we’ve done. The extension to the Bordeaux Chartrons campus, opening in 2024, is housed in the Hôtel des Ventes des Quais des Chartrons, a listed building that has been refurbished to combine the charm of yesteryear with sustainable practices. It includes 300 sq.m. of solar panels on the roof, and the campus is the first in Bordeaux’s Chartrons district to be certified as a category 1 public-access building (ERP 1) for its accessibility to people with disabilities. Waste management is optimised thanks to selective sorting and the recycling of cigarette butts, which are converted into energy. For sustainable, local food sourcing and the health of our communities, we’ve partnered with Potager City, and to eliminate plastic bottles and packaging, we’ve teamed up with Le Fourgon to offer a deposit return service.

→ [Bordeaux Campus](#)



Located in the former Hôtel des Ventes des Chartrons, this renovated site combines heritage and modern design with a 240-seat amphitheatre, an impact fablab, co-working spaces, 20 classrooms, new offices and a solar roof. It provides students and staff with an open, inclusive and inspiring working environment. It will be part of the upcoming biodiversity pilot project

Sylvie Theux
GENERAL SERVICES, BORDEAUX CAMPUS

GREEN IT

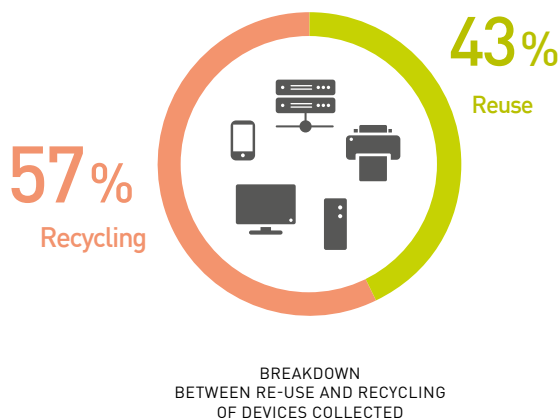
Frugal *digital* use

Because the digital sector is the only one to have a growing carbon footprint worldwide, and accounts for 17% of our CO₂ emissions, we have drawn up and implemented a green IT charter, and an action plan is now being applied Group-wide. The charter is grounded in two main principles: sustainable infrastructure and responsible, inclusive usage.

The Group is active in terms of green IT by making progress regarding more frugal use, sustainability, inclusion, cybersecurity and data protection.

100% OF DIGITAL EQUIPMENT IS RECYCLED AND/OR REUSED

The footprint of hardware manufacturing (computers, telephones, screens, etc.) represents 80% of the overall carbon footprint of the digital sector, compared with 20% for usage. So using less hardware is crucial!



SUSTAINABLE DIGITAL INFRASTRUCTURE

Extending the lifespan of our IT infrastructure and equipment is a priority. We choose equipment with a high reparability index and endeavour to purchase refurbished devices to use as few resources as possible.

In addition, we ensure 100% re-use and systematic recycling of all equipment. Once refurbished, the devices are offered to our students and staff on all our campuses. We have also set up collection points for the recycling of small IT and office devices. Equipment at the end of its useful service life is redistributed to charitable organisations, thus contributing to the sustainable and responsible management of our equipment.



RESPONSIBLE AND INCLUSIVE DIGITAL USE

To help our students and staff adopt the right reflexes in their day-to-day use of digital technology, we put on digital workshops, and have widely distributed a guide to eco-friendly digital practices as well as a resource kit. Key messages are posted up on campus walls to encourage more sustainable habits.

Moreover, this year we took part in "DIGITAL CLEAN UP DAY", an excellent opportunity to raise staff awareness of the environmental impact of digital technology and encourage them to adopt eco-friendly practices, such as reducing unnecessary storage of emails and media files, cleaning and repairing their computers, or keeping their smartphones for at least 48 months.

Green it also means inclusiveness: as such, adapted digital tools, like **ANTIDOTE** for people with **COGNITIVE DISORDERS ASSOCIATED WITH LEARNING DIFFICULTIES**, are available to ensure accessibility for all.

EFFECTIVE PROTECTION AGAINST CYBER-ATTACKS AND FOR OUR PERSONAL DATA

Alongside these sustainability and inclusion initiatives, the cybersecurity department of our IT division and the DPO in our Legal Affairs department are working on actively preventing cyber-attacks and providing

OMNES Education processes the personal data of 40,000 students every year, and has over 200,000 alumni worldwide. Its campuses are located in eight countries with different legal systems. This diversity is as much a source of wealth as it is a challenge for compliance, which the Group's DPO oversees on a daily basis.

Corentin Dupuey

DATA
PROTECTION OFFICER (DPO)



SUSTAINABLE PROCUREMENT

strict personal data protection respectively.

OUR COMMITMENT TO SUSTAINABLE PROCUREMENT

Going beyond digital technology, OMNES Education assesses and challenges all its suppliers on social, societal and environmental aspects. We operate sustainable practices throughout our value chain, which is why we have developed a sustainable procurement charter.

This charter, which must be followed by all our suppliers, comes with a questionnaire to be completed to ensure that our suppliers fully understand their responsibilities. They must take specific, verified steps to assess and reduce their environmental impact and respect human rights. We give precedence to the most committed local suppliers, who have **CSR CERTIFICATION AND/OR ACCREDITATION**, and encourage the others to progress in this respect. An ongoing dialogue about the sustainability of products and services purchased is maintained with our suppliers through a dedicated person within the Procurement department.

To reduce purchases and waste, we also encourage all our students and staff to rigorously apply the "5R" rule (refuse, reduce, reuse, recycle, rot) and the "BISOU" method.

B

Do I really **NEED** this item or this service?

I

Do I need this product **RIGHT NOW**?

S

Do I already have something **SIMILAR**?

O

What is the **ORIGIN** of this item?

U

Will this product serve a **USEFUL PURPOSE**?

THE "BISOU"
METHOD FOR CONSCIOUS,
RESPONSIBLE CONSUMERISM

Procurement and IT IN SYNERGY FOR GREATER SUSTAINABILITY

"Generally speaking, our calls for tender are based on four key criteria: business, financial, legal and **CSR**. Each criterion is weighted and scored to enable us to evaluate the best suppliers, and the **CSR** criterion is a must.

For the purchase of IT equipment, we take into account the life cycle, lifespan, power consumption, eco-labels, reparability rate, refurbishment rate, and manufacturing origin (France, Europe, outside Europe). In addition to these technical criteria, we also consider societal and social aspects such as gender equality, job sustainability, anti-harassment measures and the inclusion of people with disabilities. We rely on certifications such as Ecovadis and ISO 14001.

It is thanks to all these criteria that we choose effective, sustainable solutions, such as our cartridge return programme with CONIBI, which integrates social inclusion, or our partnership with AfB, which enables us to recover and recycle our equipment and offer refurbished equipment at bargain prices to our staff and students.

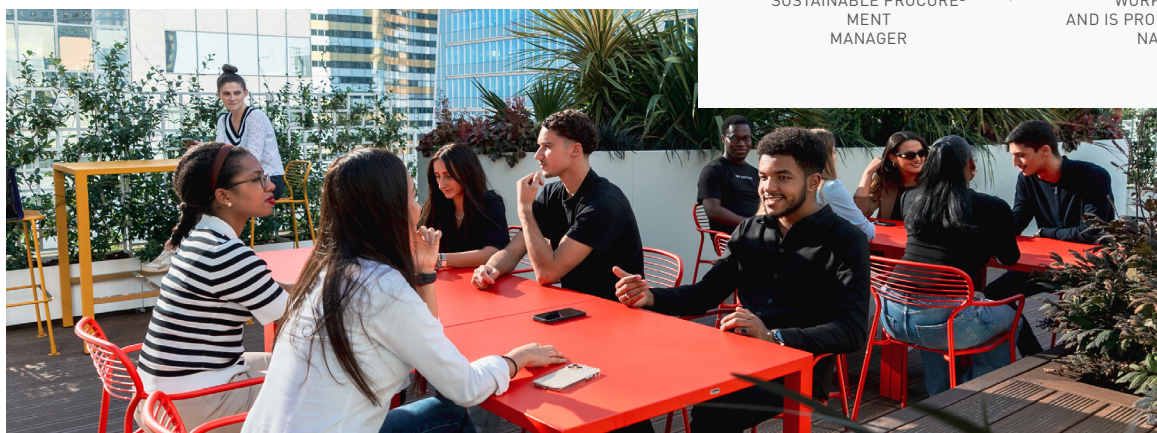
This continuous improvement approach to sustainability means that every year we analyse our IT equipment to optimise orders and deliveries. We are also committed to raising our teams' awareness of these issues on an ongoing basis, to ensure that our practices are constantly evolving and improving."



Nathalie Crochet
SUSTAINABLE PROCUREMENT
MANAGER



Xavier Merveille
WORKPLACE AND IS PRODUCTION
MANAGER



Becoming a responsible campus *is a joint endeavour!*



OMNES Education has 19 campuses where students and staff train, work and exchange ideas. We aspire for all our campuses to be responsible and inclusive, and they are guided in that respect by our common roadmap: the "RESPONSIBLE CAMPUS" charter, comprising 73 actions and 3 main thrusts: territorial integration, energy efficiency and sustainability, and inclusion.

Each campus has a "RESPONSIBLE CAMPUS" committee, made up of TIME TO ACT advisors from the campus, business units and students, which meets regularly to coordinate, implement and measure these actions. This approach enables all our campuses to progress together in a coherent way, with common objectives that we evaluate and consolidate half-yearly at Group level. An infographic of our schools and campuses presents this progress on an annual basis.

The Lyon campus is taking action: it converts cigarette butts into energy with the cyclope solution, improves the energy efficiency of its lighting, adopts zero plastic, encourages impactful student projects, and promotes responsible food choices by opting for local partners committed to fighting junk food, thus creating a more sustainable and healthier environment for our students

José González

GENERAL SERVICES,
LYON CAMPUS





ECE: STUDENT INVOLVEMENT

that inspires

ECE is particularly committed and actively involves its students – its "eco-delegates" especially – for a more sustainable planet that respects everyone. The ECE campus exemplifies what a responsible campus should look like: energy-efficient, anchored in its territory and inclusive.

Mindful of reducing our CO₂ footprint, we have installed four solar panel systems on a green roof. This innovative system, which combines plants and panels, not only cools the solar panels, which are then more efficient, but also cools the interior of the building, thus helping to improve thermal comfort. The panels are connected directly to the grid and supply electricity to our buildings.

Alongside these efforts, we have created a vegetable garden thanks to the initiative of the student association Noise, founded by students and supervised by Frédéric Ravault, a TIME TO ACT advisor. This project has brought together a community of students to tend the vegetable garden. They then sell the produce at the school, and the funds raised are reinvested in the vegetable garden, thereby supporting the continuity and growth of the project.

We also encourage innovation in the fields of water, environments and soil, having joined the "Eaux, Milieux & Sol" (EMS) cluster. Through this cluster we can organise information workshops and sector-specific events, promoting knowledge-sharing and the creation of synergies between the various stakeholders – companies, public bodies and academics – on these vital environmental issues.

In addition, thanks to our cooperation with the International University of Monaco (IUM), an OMNES Education Group school specialising in sustainable innovation management, we now offer a module dedicated to sustainable development. Four ECE professors teach courses in English on CSR TOPICS: sustainable mobility, green it, responsible consumerism and energy transformation, as well as Smart Cities.

Finally, ECE's particularly committed students have written a newsletter on sustainable development, which is distributed school-wide. We hope that this initiative will be able to develop in other Group schools too. »

Alma Santa Rita

PROFESSOR AND ECE TIME TO ACT ADVISOR



In Chambéry, the campus has zero plastic and zero disposable cups! We have a partnership with Bonneval, natural mineral water from Savoie, for recycled and recyclable glass bottles, as well as reusable eco-cups at every event

Géraldine Rival

GENERAL SERVICES,
CHAMBERY CAMPUS

Initiatives which give pride of place to CSR



MONACO-IUM CAMPUS COMMITTED TO PROTECTING THE OCEANS

Since 2018, the IUM - International University of Monaco has been co-organising and participating in the "Monaco Ocean Protection Challenge". This international competition rewards innovative concepts aimed at preserving the oceans. Almost 100 students and young entrepreneurs of 23 different nationalities took part in the last edition.

To see the innovations, click here:

➔ [Monaco OPC](#)

100

students and young entrepreneurs of 23 nationalities



AIMING FOR ZERO WASTE ON CAMPUS

Initiatives are abounding to build environmental awareness around the measurement, reduction and recovery of all types of waste. In Chambéry, for example, the "Bou-

teilles à la mer" photo exhibition and the contribution by Mathieu Navillod, who skis down mountains of rubbish, are designed to "wake" young people up to this issue.

Lyon and Paris are getting active during European Week for Waste Reduction (EWWR) to inform and engage students. Bordeaux and Paris are adopting practical solutions by installing deposit return systems and using glass bottles. To eliminate plastic water bottles and disposable cups, water fountains are installed everywhere, requiring the use of water bottles and eco-cups. On all campuses, efforts are being made to reduce paper printing through limited credits per student. Each campus is now equipped with at least three-stream waste sorting containers, and new bins for bio-waste are gradually being installed on catering sites.

On the La Défense campus, waste management initiatives go to even greater lengths. In addition to waste sorting containers, there is a dedicated person in charge of checking the sorted waste. This extra step makes sure that each waste item is correctly sorted, recycled or reused, and sent to the appropriate destinations. In short, everything is done to reduce and recycle waste!



LOW-CARBON MOBILITY ENCOURAGED AND PROMOTED

OMNES Education locates its campuses in city centres to encourage the use of public transport. The Group also promotes sustainable and responsible mobility for its students, staff and visitors through various measures.

For staff, there is a sustainable mobility scheme available: 100% reimbursement of public transport passes, a subsidy of up to €400 for the purchase of a bicycle or scooter, and the provision of secure parking facilities for these modes of transport. Not only that, but a business trip policy clearly promoting train travel over air travel and eco-friendly accommodation is



already in place.

For students on mobility schemes, we offer a tailored awareness tool to calculate the carbon footprint of their main activities (mobility, food, digital technology, accommodation) and find out what individual steps they can take to reduce their emissions, based on the tool developed by ADEME. In 2024, this tool is available for students on mobility schemes only, as part of a pilot phase.

On a final note, the Group has been a member of CANIE – the Climate Action Network for International Educators – since 2024 to reduce our carbon footprint linked to the international mobility of our students (which currently accounts for 35% of our Group emissions).

35%

of our carbon emissions are linked to international mobility

Initiatives which give pride of place to CSR



TRAINING TO EMBRACE THE TRANSITION

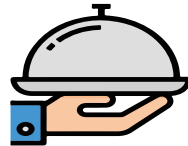
We actively involve our communities by training them to become changemakers in their own lives. Each new employee takes part in a climate workshop and calculates their individual carbon footprint to gain awareness of their impact and find out what they can change to make a difference. In 2023, 200 employees learned about the mechanisms of climate change and its consequences.

We also provide our 300 employees with resource kits, educational content and e-learning modules, to help them effectively grasp the challenges of climate change and the specific business actions that can be taken now to act sustainably.

200

Climate workshops

Our schools offer students different types of awareness workshops: on the climate, digital technology, **CSR**, green transition and carbon footprints. Citizenship weeks, green weeks, **CSR** days as well as impact challenges and



hackathons are organised annually on our campuses to raise awareness and lead to action for the planet and for people.

Involving and training our communities is crucial to developing a collective responsibility for sustainability!



RESPONSIBLE FOOD CHOICES

OMNES Education is committed to providing healthy, responsible food options at all its catering outlets. The Responsible Catering Charter, which applies to all our food service providers, guarantees the sourcing of healthy, local and seasonal produce, as well as an anti-waste and anti-plastic packaging approach. 60% of the products sold by distributors on



our campuses are organic and/or local, in partnership with regional suppliers.

In Paris, the La Défense campus regularly buys fruit hampers 100% prepared by people with disabilities from Refruiting Paris for its meetings and gatherings. These hampers are put together every morning, in partnership with local French producers and **SUPPORTIVE WORK-BASED FACILITIES FOR DISABLED PEOPLE** near Paris.

60%

of products are organic and/or local*

In Bordeaux, fresh fruit and vegetable hampers, payable using the Sodexo meal card, are delivered regularly thanks to a local partner.

Actions to combat food waste, such as needs-based ordering, awareness-raising and composting initiatives, are also in place. Lastly, food donations are also made to reduce waste and contribute to social inclusion.



Our goal : OMNES Education is progressing to become an inclusive and safe group, where #DIVERSITY, #EQUALITY, #INCLUSION, #HEALTH, #WELL-BEING and #SAFETY are fully guaranteed for all its students and staff.

TIME TO TAKE CARE

Nearly
500 students

with disabilities supported by
32 dedicated advisors*

* OMNES Education 2023-2024



Researchers' view

“Diversity is a central concern for OMNES Education: by shaping an inclusive environment where every individual is respected and valued, we promote equal opportunities and a diversity of voices within our organisation. Diversity within our teams is instrumental in inspiring creativity.

By bringing together people from different backgrounds and cultures, we provide an environment conducive to innovative ideas. The different perspectives brought by our staff enhance our thought processes and enable us to approach educational challenges from an original angle. What's more, our commitment to diversity bolsters our reputation as an employer of choice, attracting diverse talent and contributing to our economic success and growth over the long term. By continuing to promote diversity within our organisation, we are helping to build a better future for our employees, our students and society as a whole. »



Stéphanie Havet-Laurent

ASSOCIATE PROFESSOR INSEEC
GRANDE ÉCOLE





GENDER EQUALITY AT EVERY LEVEL

Guaranteeing *gender equality* among our staff

Progressing further in terms of gender equality at all levels, both within the workforce and within our engineering programmes for female students, is a priority. New actions are therefore being taken to achieve this ambitious goal, which is necessary if we are to become a fully equitable organisation.

The gender equality index, consolidated at Group level, is 89.3/100, with scores ranging from 86 to 96 out of 100 depending on the school.

58% of the Group's managers are women.

A GROUP AGREEMENT ON GENDER EQUALITY IN THE WORKPLACE

was signed in May 2023, with 20 measures deployed at a rate of 85% already in just one year. It includes, for example, equal pay measures, increased pay on return from maternity leave, training to combat sexism, harassment and violence, and remote working arrangements in the event of ISG.

This agreement has also paved the way to a Workplace Gender Equality Committee to collectively develop new proposals and continue breaking new ground.

THE GROUP PARTICIPATES IN THE GLOBAL COMPACT'S GENDER EQUALITY ACCELERATOR,

alongside 650 other organisations worldwide. This 9-month collaborative programme is an opportunity for us to do an internal performance analysis on the subject, upskill and set ambitious goals for developing women's representation and female leadership in management bodies, based in

particular on the United Nations' 7 Women's Empowerment Principles.

Find out more:

→ [Gender Equality Goal](#)

OMNES EDUCATION IS COMMITTED TO BEING AN ACTOR AND SIGNATORY OF THE COLLECTIVE INITIATIVE #STOPE AGAINST EVERYDAY SEXISM IN THE WORKPLACE,

led by the French Association of Diversity Managers (AFMD), by participating in working groups and committing to 8 priority actions, alongside the 270 organisations that have already signed up.

With that in mind, OMNES Education is developing actions to combat everyday sexism. A quiz on sexism must be taken by all newcomers, and a resource kit is available to all employees. All managers receive training on the subjects of sexism, harassment and violence. In addition, 21 advisors for sexual and gender-based violence prevention have been identified and trained on all campuses for the student community.

FINALLY, OMNES EDUCATION IS DEVELOPING ITS GENDER EQUALITY PLAN,

a key tool required by the European Union, which must demonstrate that action and progress are being made to ensure, in particular, that women are equitably represented in governance bodies and in the teaching and research community.

Encouraging *our female students* to embark on STEM careers

Schools preparing students for STEM careers have traditionally tended to attract male students, with very few young women feeling like this is a legitimate choice for them. Yet female students have the same chances of success as their male counterparts. Targeted actions, particularly led by our engineering and digital school, ECE, and student associations, are therefore striving to increase the representation of women in STEM subjects.

For example, on 8 March 2024, in partnership with the Blaise Pascal Foundation, 50 girls from Year 9 to Year 11 came to the Lyon Campus for an insight into digital engineering at ECE. This event aimed at informing girls about careers in mathematics, computing and digital technology, raising awareness of gender stereotypes and encouraging them to cast these stereotypes aside by meeting women working in these fields. To that end, conferences were organised with two women – one a computer scientist and the other a mathematician – professions were presented in workshops and a "speed-meeting" brought together these young students with professionals.



Another example: the feminist association Aequalis, founded by students at HEIP Paris, which is part of OMNES Education, works actively to promote gender equality through violence prevention, self-confidence and public speaking initiatives for women.

Instagram link:

→ [Aequalis \(@aequalis_omnes\)](#)



OUR FEMALE STUDENTS GROW *in confidence*

"Since the A level reform, we've seen a drop in the number of girls going into STEM subjects – the industrial sector especially. Digital engineering schools like ECE, which is part of OMNES Education, currently have around 20% female students. Our aim is therefore to encourage girls to enter these sectors by showing them that they absolutely belong there too. To achieve this goal, we have launched several initiatives, including "Elles Bougent" and "HelloTechGirls" in Lyon in 2021.

Accordingly, through the national "Elles Bougent" association, of which I am a regional director, we organise regular events and visits, and take part in trade fairs such as the Paris Motor Show and the Paris Air Show. These activities are designed to make these professions more accessible, and to make up for the current lack of female talent in the industry. These events are a chance for female students to interact with women professionals in the sector, inspiring them to consider careers in engineering and science too.

"HelloTechGirls", meanwhile, connects our female students at ECE with girls in Year 9 of secondary school. More than half of our female students have voluntarily decided to mentor these schoolgirls. This year-long programme includes training, visits to partner companies (Capgemini, Enedis, etc.), coding workshops and digital workshops. Both parties – schoolgirls and female students alike – invest time in the initiative, and 100% of the participants have expressed their satisfaction. Some have even decided to extend their involvement for a second year.

It's still too early to fully measure the impact of these initiatives, but we can already see that many of our female students are growing in confidence and thinking about career paths they hadn't previously considered. This is an initial achievement for us!>

Instagram link:

→ [Hello Tech Girls \(@hellotechgirls\)](#)

LinkedIn link:

→ [Hello Tech Girls \(@hellotechgirls\)](#)

Coralie Thieulin

PHYSICS RESEARCH PROFESSOR AT ECE

Preventing violence and discrimination

According to the French survey on sexual and gender-based violence in higher education(2023), nearly one in ten students claims to have been a victim of sexual violence since entering higher education. Given this finding, it is imperative to guarantee an environment free of violence and discrimination for all.

That's why we have implemented a scheme on all our campuses, in France and abroad, to prevent and deal with cases of sexual and gender-based violence (SGBV) and discrimination, and to support witnesses and victims.

3 key strands underpin this scheme, run on the campuses by **21 trained SGBV advisors**. The first focuses on raising awareness and training students, student associations, **STUDENT UNIONS**, club & society managers and staff in general. The second concerns the organisation of the campus, which must ensure that students know who their **SGBV** advisor is, be prepared in the event of a necessary internal inquiry, remind students of the legal sanctions incurred in the event of such violence as well as the limits of its administrative and non-criminal scope of action, and finally have its own disciplinary board if the facts are proven in order to take an administrative decision concerning the perpetrator. The third concerns support for witnesses and victims, as well as counselling, with the possibility for all students on French campuses to make a report on an anonymous platform, and for all students in France and abroad to have free access to the campus's counselling unit and/or the 24/7 helpline for referral to the appropriate healthcare professionals. Useful numbers and addresses are also provided (police station, the helpline for female victims of violence: 3919, free chats with professionals, etc.)

Every report made is thus processed, and every alleged victim is sup-

450 people
among staff and students,
have received SGBV prevention training

*On our Lyon campuses, we are working with the start-up **Reverto** to offer staff and students 7 VR (Virtual Reality) training courses to combat psychosocial risks, on the themes of "Sexism, flirting and humour" and "The ambivalence of moral harassment"*

Léonor Martin
CSR AND SGBV ADVISOR,
LYON CAMPUS

ported, the aim being both to allow victims to speak out and to reduce the number of cases of **SGBV** and discrimination on all campuses. "Key factsheets" and a specific resource kit are available for advisors, students and staff.

Spotlight on a student association at ECE Paris:

→ [Wide \(@wideece\)](#)



*An attentive ear
and solutions*
**TO SUPPORT
VICTIMS**

"Working in the Registry Services, I am in direct contact with students and do everything I can to help them during their studies. I'm also a Disability Advisor and have recently taken on the role of **SGBV** (sexual and gender-based violence) Advisor too. We have developed initiatives on these subjects through OMNES Education's **TIME TO TAKE CARE** pillar, as well as, of course, the Ministry of Higher Education and Research (**MESR**) with its 2021-2025 **SGBV** prevention plan. Over the past two years, we have therefore stepped up our efforts to address these needs. Many students feel abandoned or fail because of sexual and gender-based violence, whether from professors, other students or outsiders. These experiences can be destabilising and have devastating consequences on their studies and their personal life.

We always try to listen attentively and reassure victims who come to us for support, while taking appropriate action depending on the seriousness of the situation. We have an on-duty counsellor on our campus 2 days a week to provide professional care. But it's crucial to raise everyone's awareness. At INSEEC GE, we work with specialised service providers to raise awareness among students in small groups. These compulsory sessions, slotted into the students' timetables, explain the criminal consequences, the emotional impact and the actions to be taken in such situations.

In addition, all employees attend two annual training courses on **SGBV** topics, in partnership with the French Ministry of Higher Education and Research or OMNES Education. »

Soukri Magali

SGBV ADVISOR INSEEC GRANDE ÉCOLE - PARIS

INCLUSION AND DISABILITY

Welcoming students and staff *with disabilities*

By law, employees with disabilities must make up 6% of an organisation's workforce. Convinced that an inclusive organisation performs better and contributes to everyone's well-being, OMNES Education has made the inclusion of diversity a priority, and measures to encourage this are gradually being rolled out.

To include students with disabilities, we have set up a network of:

42 disability advisors
trained on all campuses.



Their mission is to welcome, guide and support students with disabilities before they enter the school and throughout their studies, to offer them ongoing psychological support, and to coordinate a multi-disciplinary team to draw up the Disabled Student Support Plan (PAEH). Indeed, for support to be fully successful, all teams must get on board. The student begins with a personal interview with the school's disability advisor, with whom s/he will make all the important decisions. At the same time, all the school's departments are available at every key stage during his/her studies: enrolment and entrance exams, campus life, exams, coursework, in-company support during a sandwich course, and study trips or internships abroad.

1/10
of French people over 15
have a disability

80%
disabilities
are invisible

Our two objectives are to: facilitate access to higher education and make day-to-day study easier for students with disabilities.

More than **500** students

with a disability

benefit from support based around their individual needs
and are supervised by their advisor every year.

For staff, an ambitious 3-year group agreement has just been approved by the Regional Directorate for Economy, Employment, Labour and Solidarity (DRIEETS). This is the OMNES Education Group's first agreement on disability. And it has enabled us to recruit a dedicated "disability and inclusion" officer within the CSR team, who will be able to coordinate all the actions set out in the agreement. Awareness-raising and training will be organised internally to crack down on stereotypes linked to disability, and employees with disabilities will be encouraged to come forward so that they can be supported under the best possible conditions, particularly through the provision of specific adjustments and/or tools and equipment that they need to carry out their duties as effectively as possible. Recruiting and retaining new disabled employees will also be a challenge. All the measures taken should lead to greater inclusion, enhance the value of diversity, and increase the well-being and success of employees affected by disability.

Actions concerning the inclusion of LGBT+ students and employees will be taken over the 2024-2025 year on all campuses to round off and consolidate our EDI (Equality, Diversity, Inclusion) actions already in progress to address gender equality and the inclusion of people with disabilities.



MY ROLE IS SIMPLIFY EVERYDAY LIFE

around disability

"As Disability Advisor at INSEEC BBA Bordeaux, I identify and declare students with disabilities when they enrol. These situations vary: visible permanent disabilities, temporary disabilities due to accidents, or invisible mental disabilities. We work in close collaboration with the registry services advisors and teaching staff. Teaching aids and guides have been made available to lecturers to ensure these subjects can be grasped by everyone.

Supporting students also means listening to them through the school's counselling unit, and helping them overcome their absences and difficulties.

In addition to occasional meetings, we carry out at least two annual reviews in person with each disabled student, to check that the adjustments are suitable for them and that their working environment is adapted.

We are currently supporting 35 of the 400 students in our four graduation classes.

We also organise conferences and talks on addiction and mental health for 18- to 22-year-olds. Our improv play on mental health themes has gone down really well. Each performance is followed by a collective discussion and analysis.

From a compassionate point of view, the role of disability advisor brings real added value to my role as educational coordinator. Helping others and adapting to specific situations each time gives my job a deep sense of purpose."

Fanny Lustin

DISABILITY ADVISOR
INSEEC BBA - BORDEAUX

ECE has set up a commission, COMASCO, to grant individual adjustments to students with disabilities, as well as elite athletes and talented artists. ECE is committed to supporting its engineering students in all their differences, so that everyone can fulfil their academic potential.

Frédéric Ravaut

DISABILITY ADVISOR,
ECE PARIS



QUALITY OF WORKING LIFE

Nurture staff well-being

We set significant store by creating a healthy and fulfilling working environment for all our employees. We have documented this commitment in a global Quality of Working Life (QWL) policy.

A QWL survey was carried out at the end of 2023 to deliver a Group-wide analysis and collect the expectations of staff, over 75% of which responded. Some key takeaways: 80.2% of employees are proud to belong to their school or department, 90% feel supported by their colleagues and 79.5% by their line managers, while 89.4% feel that their work serves a purpose. However, 65% of employees feel concerned by stress at work, and identify workload, a high pace of work and high work intensity as negative factors.

245 initiatives

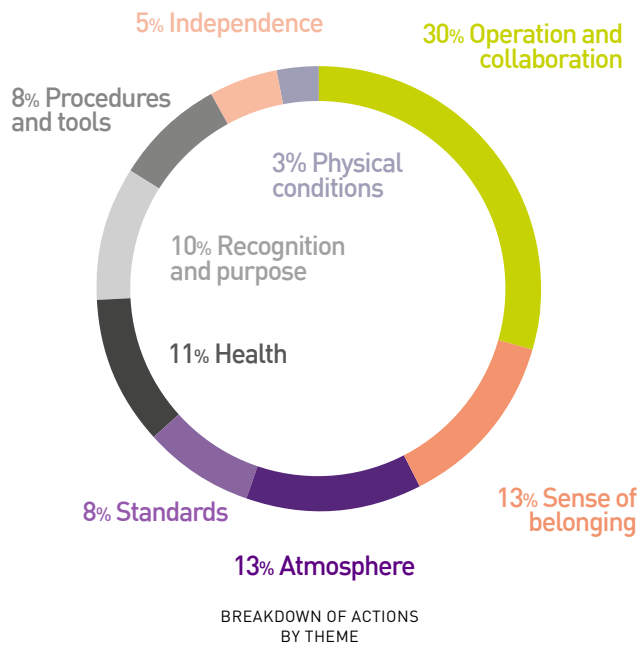
within the **Group for the QWL global plan**

To address these factors:

A global QWL plan has been jointly drawn up within the various entities of OMNES Education. This contains more than 245 initiatives divided into 23 action plans from 15 schools, 10 campuses and 5 departments. It is overseen by 24 project officers grouped within a QWL committee, coordinated by the CSR department within the Human and Social Commit-

ment Department. It has been in progress since January 2023, with 67.5% of actions already complete for schools and business departments.

Employees' top themes are access to and circulation of information for better collaboration and a better work atmosphere, physical and mental health, managing work intensity and recognition at work.



The Cœur Défense Campus actively contributes to staff well-being by guaranteeing PRM accessibility as well as a pleasant, state-of-the-art work environment and by forging close links with all the Group's shared services.*

Thomas Cuinat
QWL PROJECT OFFICER,
LA DÉFENSE CAMPUS



A RESTRUCTURE IN THE INTERESTS *of well-being at work*

“As QWL Project Officer at EU Business School, I have a cross-functional role within OMNES Education and the campuses in Barcelona, Munich, Geneva and our digital campus.

The findings of our recent QWL SURVEY were particularly positive on the subjects of support between colleagues and the value they bring through their work. Nonetheless, there are also issues where there is room for improvement. That's why we plan to launch two action groups in 2024, on improving working conditions and strengthening the sense of belonging.

To cope with our growth, from 50 to over 300 employees in 5 years, we have worked on setting down our processes and created the position of Internal Process Trainer, who will be responsible for internal training, among other things.

We have also reviewed our governance to avoid a siloed organisational structure, and set up a Human Resources department with a particular focus on well-being in the workplace.

We have introduced a quarterly webinar that enables everyone, whatever their management level, to receive and share common information. To encourage staff exchanges, a "monthly breakfast" is also now up and running. Many of our staff were able to get together for the summit organised to celebrate the school's 50th anniversary, too.

On a final note, the action I'm most proud of is the new "onboarding" process to welcome new employees and give them a clear overview of OMNES Education. »

Clara Sarrano

QWL PROJECT OFFICER,
EUBS BARCELONA CAMPUS

* Person with Reduced Mobility



Emergency first aid mission

for our students



PORTRAIT

THIS FIRST-AID TRAINING HAS BOOSTED MY SELF-CONFIDENCE

Juliette Federico

STUDENT PARTICIPATING
IN THE RED CROSS X PARIS 2024 X OMNES PROGRAMME

I am currently in the first year of my Master's degree at INSEEC, and I have always felt strongly motivated to help people in need. I therefore joined the Red Cross for the Olympic Games.

The Red Cross trains us, either over a full week, or over 3 weekends. This training brings together some twenty people: Red Cross members, students and other individuals. Each day, we tackled a different theme, such as respiratory, cardiac or neurological tests. Each session consisted of a theoretical part followed by a practical part, ending with a real-world assessment. Thanks to this training, I obtained my first aid certificate as well as my **PSE1** and **PSE2 TEAM FIRST AIDER QUALIFICATIONS**.

Over and above the technical aspects, this first aid training has boosted my self-confidence and given me useful skills for my future career, such as teamwork, mission organisation and decision-making. Most of all though, it will enable me to respond effectively in the event of a problem, wherever it may occur. »

During the world's biggest sporting event, OMNES Education teamed up with the French Red Cross to offer a unique experience to **300 Parisian student volunteers**. These students, divided between first aid and support roles, were trained and certified by the Red Cross to help organise the Olympic Games.

In partnership with the Red Cross, the students attended comprehensive training courses leading to professional certification.

2 training paths were available:

- **A DEDICATED FIRST-AID COURSE** providing 200 students with 60 hours of training
- **A COURSE FOR SUPPORT ROLES** which trained 100 students in crisis management and logistics.

At the same time, students took part in various operational missions, not least at the Territorial Operations Centre, in control posts and with logistics teams. This collaboration with Red Cross professionals goes beyond training to give volunteers a better understanding of organisational and humanitarian issues, and the opportunity to experience the Olympic adventure from the inside.



Initiatives which give pride of place to CSR



EQUAL OPPORTUNITIES

At OMNES Education, almost 50% of students follow a sandwich (or cooperative) course, supported and welcomed by 10,000 partner companies. This form of education is a crucial driver for promoting diversity and helping young people find work, offering all students – even those who did not think they could access higher education for economic or social reasons – the same opportunities for success.

All our schools offer sandwich courses and are taking steps to ensure that they are accessible to all. In addition, internal scholarship programmes promote equal opportunity and employability by enabling students from disadvantaged backgrounds to enrol in our programmes. For example, INSEEC Grande École financed the Pre-Master's year of the top ten CROUS scholarship holders (grades 5 to 7) for the 2023 competitive entrance exam.



CHARITY RUNS BY STAFF "SUCCESS RUNNERS"

OMNES Education organised charity runs for its staff on the Bordeaux, Lyon and Paris campuses. Over 100 participants took part in aid of the charities "Sport dans la Ville", which promotes integration through sport, and "CAMI Sport & Cancer", which fights cancer. In Paris, an additional special race was organised in support of breast cancer, as part of Wear It Pink in October. To include all campuses and people who couldn't make it to

the scheduled races, a connected step challenge was also launched, with all funds raised going to "CAMI Sport & Cancer".



UKRAINIAN REFUGEES WELCOMED TO THE LONDON CAMPUS

The London campus offered a free summer session in July for Ukrainian refugees, in partnership with USPUK, a charity set up in March 2022 to help these refugees as part of the UK's "Homes for Ukraine" programme.



COMMUNITY ENGAGEMENT PROGRAMME FOR STUDENTS ON THE LONDON CAMPUS

With the "Community Engagement Event" project, the London campus enhances students' educational experience by encouraging them to get involved in their local communities. For eight weeks, students lend a helping hand to local businesses or charities by taking part in social and/or environmental activities such as gardening or renovation of historic sites.



STUDENT CHARITY INITIATIVES IN LYON, BORDEAUX AND PARIS

In Lyon, the campus is a "donation drop-off point" for the Lunettes sans frontières association and regularly organises donations of spectacles with the support of the Time to Act advisor. Students in Lyon have already collected over 6,000 pairs of glasses, which have been repaired and distributed in France, Africa and Nepal to the most disadvantaged visually impaired people.

In Bordeaux, 2 years ago, Frédéric, an INSEEC alumnus who came top of his class, joined Investir Ensemble, a socially responsible real estate fund, and, with a number of real estate associates, founded the first French real estate company to be awarded the "CSR Commitment" label at Exemplary level. Their goal: to renovate properties into viable, environmentally-friendly housing for low-income youth. In 2 years, 10 buildings have been renovated for 50 tenants and 250 trees planted.



ACTIONS TO PROMOTE INCLUSION AND GENDER EQUALITY IN BORDEAUX AND PARIS

In Paris, the IFG Paris Disability Advisors team organised a "Disability Café" event to coincide with World Autism Awareness Day. At this event, the President of ESPTA (School for Atypical Talents) spoke about autism-related issues to raise awareness in this regard. Also in Paris, ESCE took part in DUODAY by giving three students with disabilities an amazing work experience opportunity in 3 prestigious organisations: Hermès, Dior and the French Ministry of the Armed Forces.

In Bordeaux, as part of #EUROPEAN DISABILITY EMPLOYMENT WEEK, the disability advisors organised a conference called "Disability: who, what, how?" with THRANSITION, including quizzes, videos and discussions to raise awareness of disability in the professional and academic environment. The Bordeaux campus also welcomed the "Les Tubercules" company to present a dance/theatre show called "Je n'ai jamais" ("I've never"), exploring the themes of students' emotions and sex lives. The performance was followed by a workshop-debate with members of the cast, focusing on topics such as consent, gender equality, discrimination and sexual violence.



2 "GENERATION 2024" ACCREDITED SCHOOLS OR HOW TO COMBINE ELITE SPORT WITH STUDIES

ESCE Paris and Sup de Pub have been awarded the Generation 2024 label for supporting elite athletes and/or those with disabilities. Awarded by the Ministry of National Education and Youth and the Ministry of Higher Education and Research, this label aims to build bridges between academia and the sports movement to encourage young people to do exercise and sport as part of the Paris 2024 Olympics. Accredited schools are able to provide specific facilities to enable sports students to continue both their sports training and their studies under the best possible conditions.

ZERO PLASTIC

PLASTIC
POLLUTES AND IS
NOT
RECYCLABLE!
AVOID PLASTIC-
BRING YOUR OWN
WATER
BOTTLE



WATER IS A SCARCE
RESOURCE: PROTECT
IT BY TURNING OFF
TAPS.

DRINK WATER FOR
YOUR HEALTH USING
THE WATER
FOUNTAINS.

WE ARE COMMITTED TO A SUSTAINABLE & INCLUSIVE CAMPUS



**TIME
TO ACT**
THE CSR INITIATIVE BY OMNES EDUCATION



**SORT YOUR WASTE
INTO DESIGNATED
BINS FOR PROPER
RECYCLING**



**TURN OFF
LIGHTS AND
SCREENS**



SUSTAINABILITY CONTACT

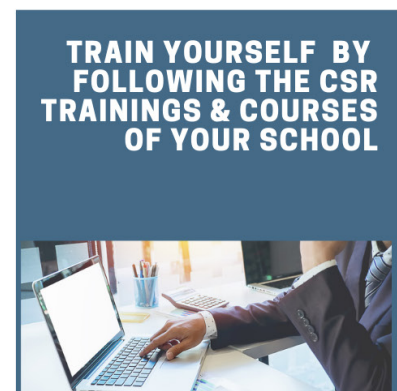
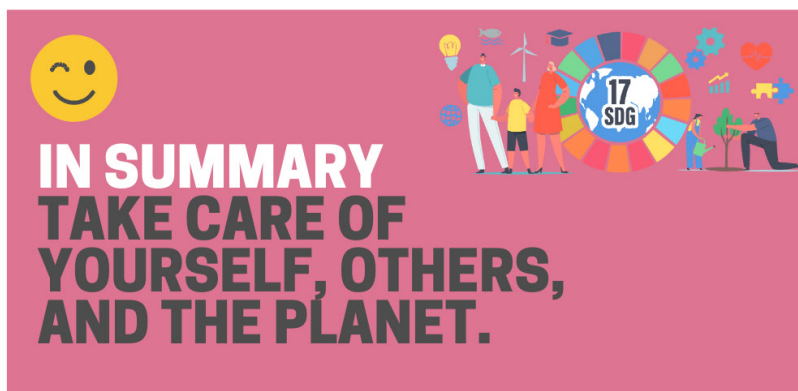
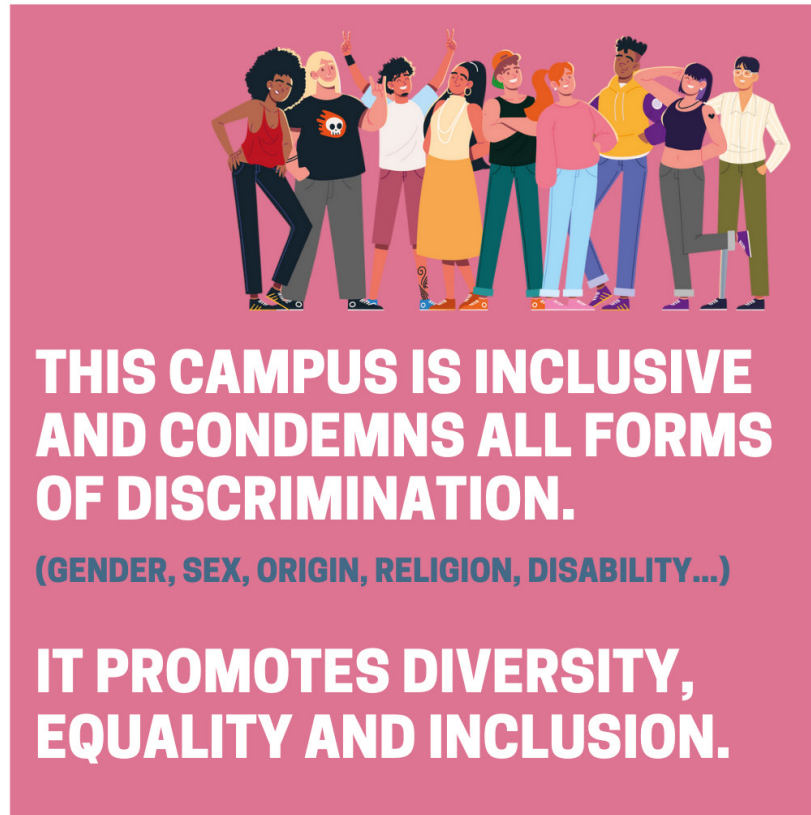
The Time to Act contacts, both
students and administrative staff,
guide you and are receptive to your
suggestions.



**CARRY AND
DISPOSE OF
YOUR
CIGARETTE
BUTTS IN THE
RECYCLING
BINS.**

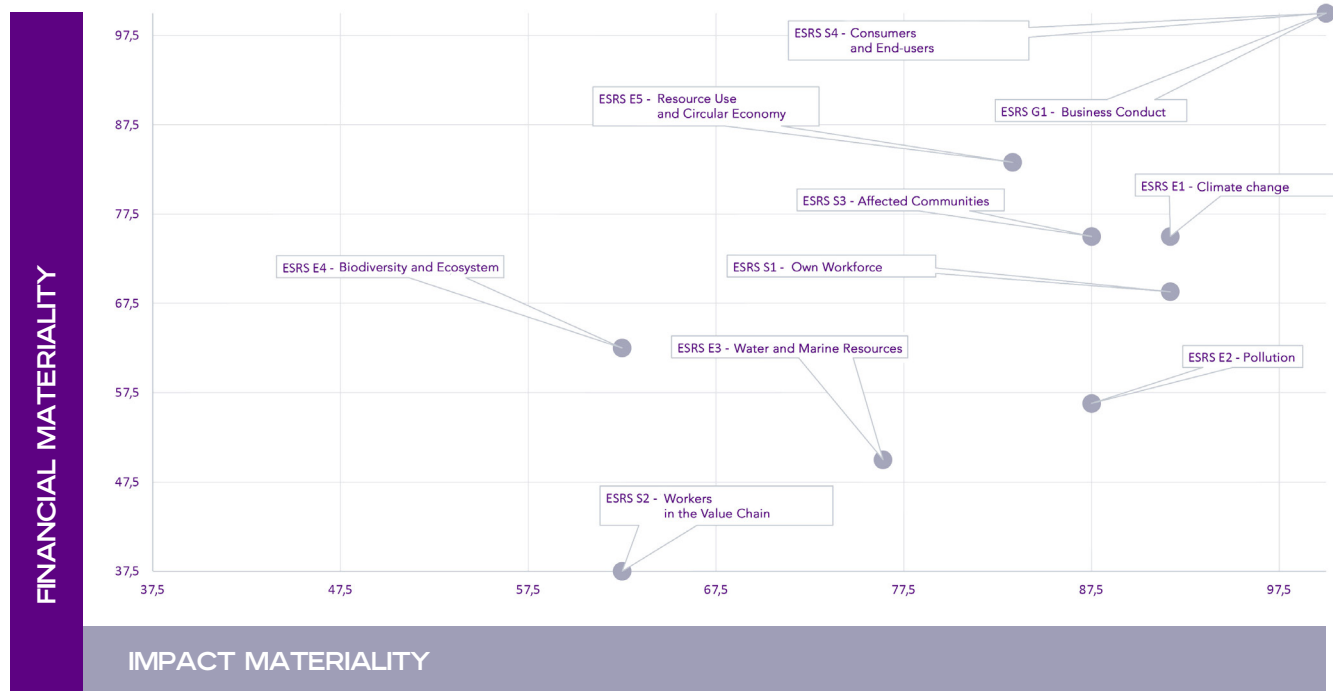


FOR MORE INFORMATION: RSE@OMNESEDUCATION.COM



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DOUBLE materiality assessment



Find out more:

→ [Assessment analyses](#)

















OMNES Education is committed to the CSRD (Corporate Sustainability Reporting Directive). This European standard is a major tool for positive change within the Group and to protect it amid climate change and its consequences.

TIME TO ACT

INDICATOR MONITORING 2023-2027

(1 July and on 30 August)

Governance
TIME TO ACT

		Results 20-21	Results 21-22	Results 22-23	Results 23-24
KEY FIGURES					
CSR BUDGET	  	1,458	41,738	134,000	145,000
Number of CSR committees	 	1	2	3	8
Number of CSR committee meetings		-	7	9	50
Number of proposals received for the time to act call for projects	  	-	-	-	9
Number of campuses implementing the TIME TO ACT CSR POLICY	  	-	-	14	14
Number of posts/articles published on TIME TO ACT (social media, newsletter, intranet, etc.)	  	-	-	-	95
Number of incidents of corruption, money laundering, unfair competition		0	0	0	0

 STUDENTS  STAFF  CAMPUS

Pillar #1

TIME TO ACCOMPLISH

		Results 20-21	Results 21-22	Results 22-23	Results 23-24
KEY FIGURES					
Number of alumni		185K	200K	215K	Autumn 2024
Number of impact incubators		2	2	6	6
INDICATORS					
Percentage of annual programmes incorporating CSR		-	79 %	—	98 %
Number of students who passed TASK BY SULITEST		0	0	0	420
Number of Group schools following PACT		-	5	5	5
Number of students concerned by PACT		-	1,900	1,899	1811
Number of Group schools following SHIFT (B1, B2 or B3)		-	-	10	10
Number of Group students following SHIFT		-	-	4,560	6,752
% of research linked to an SDG and/or contributing to the development of methods applicable to the SDGS.		22 %	40 %	40 %	75 %
Number of CSR student advisors		-	-	-	55

 STUDENTS  STAFF  CAMPUS

Pillar #2

TIME TO BE CONSISTENT








		Results 20-21	Results 21-22	Results 22-23	Results 23-24
KEY FIGURES					
Number of schools		12	13	14	15
Number of campuses (France and abroad)		10	19	19	19
INDICATORS					
Group carbon emissions in tCO ₂ eq		9,820	10,772	-	Result end 24
Carbon emissions per student in kg CO ₂		377.2	353		Result end 24
Recycling and reuse rate of IT EQUIPMENT		-	-	-	100 %
Rate of new employees trained at a climate awareness workshop		8 %	40 %	100 %	100 %

 STUDENTS  STAFF  CAMPUS



Pillar #3

TIME TO TAKE CARE

		Results 20-21	Results 21-22	Results 22-23	Results 23-24
KEY FIGURES					
Number of students		28,000	40,000	40,000	40,000
Number of foreign students		1,025	1,092	2,580	2,489
Number of administrative employees (ADM)		933	1,091	1,226	1,266
Number of tenured lecturers, researchers and part-time teaching staff		4,028	4,361	4,573	4,106
INDICATORS					
Responsible & friendly campus: satisfaction rate with quality of premises		66 %	76 %	84 %	Spring 2024
Percentage of schools with a support unit (France scope - counselling or EUTELMED helpline)		61 %	61 %	-	100 %
Number of TIME TO ACT advisors (CSR, disability, SGBV, EDI, etc.)		26	31	67	91
PRM accessible campus rate		100 %	100 %	100 %	100 %
Percentage of women on executive boards		33 %	33 %	29 %	28.5 %
Female employment rate		68 %	67 %	67 %	66 %
Number of student and employee reports (SGBV, harassment, discrimination)		-	-	-	15



STUDENTS



STAFF



CAMPUS



PHOTOS

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