



Contributing Beyond Education

Social & Environmental Report 2022

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Foreword

Dr Carole Ackermann

President of the Board of Trustees
& Board of Directors

Dr Markus Venzin

Chief Executive Officer, EHL Group



DEAR READER,

After two years of global pandemic, we know our industry has been facing many challenges and 2022 was a conveyor of deep reflection and change for our Group too. Almost four years into EHL's journey towards more sustainability and transparency and the launch of the [Contributing beyond education](#) platform, we are happy to report on the progress made in line with our four sustainability pillars: Integrating Sustainability in Education, Caring for our People, Contributing to Communities and Respecting our Environment. With the inauguration of a greener campus in Lausanne and the launch of our 2030 strategy process, our institution underwent crucial organizational and cultural shifts to address future challenges and identify the areas in which we can get better.

This shift in our organization brought with it the creation of a new segment called Sustainable Hospitality Services – led by Noémie Danthine – which we are especially proud of. With now more visibility and new means, part of this department's mission is to elevate the concept of sustainability within the institution and to support all our business segments in their efforts towards lowering their environmental impact, finding greener solutions, engaging with our communities, and aiming for the best learning and working environment for our students, faculty, and staff members.

As of today, we continue our road toward embedding sustainability on a larger scale, through our general operations. Apart from continuing the

calculation of the carbon footprint of our three campuses, this year was marked by the opening of a 100% plant-based restaurant on campus Lausanne where a system of eco-scores was put in place, in partnership with the alumni start-up Beelong. In addition, Vegetarian Wednesdays were launched on our campuses in Passugg and Singapore.

While sustainability needs to be further promoted in all our day-to-day activities, we know that our place as an educational leader in the industry forces us to roll up our sleeves and be part of the change. We are committed to supporting the development of sustainable innovations for the industry in the long run, using our own campuses as a testing ground, by providing our students, our faculty and staff members, as well as external stakeholders with a platform for developing and refining new ideas.

Through multiple projects and initiatives, many EHLers have this year – once again – shown their willingness to move things in the right direction. So, when some of our graduates went on a world tour to promote impactful social entrepreneurship (SDG Impact Stories), or a student participated as a panelist at the COP27 UN Climate Change Conference, we were happy to support them where we could.

We would like to express our profound gratitude to our EHL community and our external partners for their involvement. Let's continue this path and strive for constant improvement.



About good governance

Noémie Danthine

Head of Sustainable Hospitality Services

Back in 2019, our Group identified 5 out of the 17 **UN Sustainable Development Goals**¹ where we could have the most impact: quality education, good health and well-being, decent work and economic growth, reduced inequalities, and climate action². These 5 SDGs were used as a starting point to define the four pillars for our Contributing Beyond Education platform.

As an educational organization leader in our field, we acknowledge the necessity to meet our legal and social responsibilities and have a positive impact on our community. To grow, we need to ensure good governance, be more transparent and strive for continuous improvement. Almost four years into our sustainability journey, we are proud to see that significant progress has been made toward fulfilling our commitments.

EHL LAUSANNE'S VERY FIRST CLIMATE PLAN

Our Sustainability Team has worked on developing a Climate Plan. This plan – now in its finalization phase – compiles all available information regarding EHL Campus Lausanne's greenhouse gas (GHG) emissions and related sources. It is the perfect platform to formulate emission reduction objectives, to set long-term goals for 2030 and identify effective actions per sector for short, mid and long-term perspectives.

The Climate Plan underlines how crucial it is to accelerate work and efforts to take a strong position on climate change and environmental issues. The educational sector has a key role to play in leading the way towards a more sustainable future by taking concrete actions, advance solutions whilst educating the future generation of citizens. Many higher education institutions in Switzerland and in the rest of the world have already formulated a climate change pledge for 2030 with a target to be carbon neutral or net-zero by then, in line with the Paris Agreement, and we too intend to do so.

Our GHG emissions projections indicate an average reduction of 5% from 2021 to 2025. This reduction will be of 13% when projected until 2030. However, we are planning a more precise Climate Plan including the latest available data for 2025 and a similar work will be carried out for EHL campuses in Passugg and Singapore in 2023.

A MATERIALITY ANALYSIS

In 2022, as part of the Global Reporting Initiative (GRI) framework³, we refreshed our materiality analysis with our internal stakeholders. In the process of improving accountability at EHL, this analysis was conducted with 468 students, staff and faculty members as well as the Board of Directors. It helped us to identify the most important sustainability topics according to the members of our community.

The analysis split 26 topics into four main categories: economic, governance, environmental and social. Participants were asked to rate the importance of those topics from 1 to 10. Our community rated good employment conditions, occupational health and safety, and waste management as the top three priorities for EHL. Other aspects were also highlighted, such as data protection and privacy, the overall satisfaction of employees and students, accountability, and transparency.

The outcomes of this analysis will support our decision-making processes and the building of our sustainability strategy for the long run, while helping us to report on our performance and progress.

A STRATEGY FOR DIVERSITY& INCLUSION

Because people are at the heart of hospitality and represent EHL's strength in all its activities, nurturing human interactions to empower and take care of our community is key. The hospitality industry is restructuring to create opportunities for new talents and provide more career development opportunities and a greater sense of work-life balance. Educational institutions such as ours play a central role in this shift. Our Sustainability Team has been working on the development of a relevant Plan for Diversity and Inclusion that will establish a framework enabling the whole EHL community to feel valued, respected, engaged, and empowered, and enforcing a sense of belonging for every member. This plan will serve as a compass, showing the direction in which EHL Group should go when it comes to taking care of its people. It is structured around three guiding principles that should enable all members – students, staff, and broader community – to feel empowered and achieve their full potential:

- **EQUITY**

Providing equal treatment and experience for all our EHL Members

- **DIVERSITY & INCLUSION**

Acknowledging and celebrating EHL members' diversity, and promoting inclusion

- **BELONGING**

Ensuring a safe and supportive environment for all members to make them feel part of the institution The Plan for Diversity and Inclusion is currently in development, and we hope to finally implement it over the course of 2023.

In addition to the progress made on an institutional level towards our key objectives, countless bottom-up projects and events were initiated by enthusiastic students and staff members, showing the passion and commitment of our community in driving sustainability efforts forward, and creating impactful change. The purpose of this report is to shed light on these efforts.

¹The SDGs are a set of 17 global goals established by the United Nations in 2015 as part of the 2030 Agenda for Sustainable Development. These goals – covering a wide range of issues such as poverty, health, education, gender equality, renewable energy, decent work and economic growth – serve as a framework for countries, organizations, and individuals to work towards a more sustainable and equitable future for all.

²SDGs 3, 4, 8, 10, 13

³See About GRI tables [page 38](#)

Contributing Beyond Education

ABOUT EHL GROUP

EHL Group is the global reference in education, innovation and consulting for the hospitality and service sector. With expertise dating back to 1893, EHL Group now offers a wide range of leading educational programs from apprenticeships to master's degrees, as well as professional and executive education, on three campuses across Switzerland and Singapore. EHL Group also offers consulting and certification services to companies and learning centers around the world. True to its values and committed to strongly contribute to a more sustainable world, EHL Group's purpose is to provide quality education, services, working and studying environments that are people-centered and open to the world.

In 2020, EHL released its first social and environmental report (for the year 2019), confirming the start of its journey towards sustainability and published a set of commitments approved by the Board of Directors and the Executive Committee. Our updates are published annually, covering the progress made during the previous year.

EHL GROUP'S SUSTAINABILITY STRATEGY

In 2021, EHL launched a set of **sustainability commitments**; measurable goals to guide our strategy and operations. Based on four main pillars (Education, People, Communities and Environment), our sustainability strategy aims at encompassing all areas where we can make a difference, both on our campuses and beyond the confines of our academic programs. Each pillar describes an objective, a tactical action plan for reaching it, and the metrics we will use to measure and monitor progress.



ABOUT GRI TABLES

For the second year, our report contains disclosures from the Global Reporting Initiative (GRI). As a widely adopted framework for sustainability reporting within organizations, the GRI standards help us identify areas in which we can improve our performance, while tracking our progress over time. Detailed GRI tables are available from [page 38](#). The data displayed comes from facilities fully owned and operated by the company as of December 31, 2022. Additional exceptions or exclusions are noted in the text.

ALIGNING WITH SDGS

At EHL, we have aligned each of our actions with the UN's Sustainable Development Goals (SDGs), to demonstrate our commitment to foster collaboration and partnerships with other organizations, governments, and communities, which can help amplify our impact. In this report, each main "story" is linked to specific SDG numbers.



The 4 Pillars

EDUCATION

As an academic institution, education is naturally at the heart of EHL's mission and a primary focus of our CSR actions. We plan to further integrate sustainability into all aspects of our curriculum, including classroom learning and research, as well as ensuring that sustainability informs our students' entire experience.

PEOPLE

As the world's leading group in hospitality education and consulting, we are committed to providing the broader EHL family with a warm welcome and a sense of belonging, care, and appreciation. We are committed to fostering health, safety and well-being among students, alumni, staff and faculty, as well as encouraging diversity and inclusivity.

COMMUNITIES

With a presence across the globe, EHL Group is dedicated to working with partners and stakeholders to support the communities in which we live and work. We aim at giving back and supporting local and global communities while sharing competencies, expertise, and contributing to a wider impact.

ENVIRONMENT

In keeping with our values, we aim to "walk the talk" and adopt concrete actions to reduce our own environmental footprint on all EHL campuses and offices. That includes, for example, improving infrastructure, reducing waste and optimizing our use of resources.

2022 Facts & Figures

5,619km

biked during Bike to Work

top 300

EHL ranks in the Top 300 universities for
SDG 12 – Responsible Consumption and Production of
the Times Higher Education Ranking

1198.5

hours volunteered by our EHL
community

+1,800

alumni present during Back to the
Roots event

#1

Pioneer Award for Sustainability International Impact

250 pages

of business cases presented by our
Pathbuilders for culture change

5 stars

in Environmental Impact by QS Stars

4 tons

of coffee now switched to organic
and fairtrade

100%

vegan restaurant opening

31%

of research led by EHL professors
on CSR topics

8 hours

of yearly work time now offered to staff members for
volunteering

+100

gingerbread cookies baked, decorated
and sold during Solidarity Month

Education

In 2022, we have made great steps towards the fulfilment of our commitment to integrate sustainability in education by redesigning a mandatory course for our preparatory year students exploring the fundamentals of sustainable business, as well as developing research projects and case studies linked to the topic in other classes. We were able to access new data regarding the impact on internships and our internal events, such as the Sustainability Week 2023. We will continue to ensure that sustainability forms our students' entire experience!



A NEW, GREENER CAMPUS FOR THE FUTURE

With our aim to integrate sustainability into everything we do, we couldn't create a new campus in Lausanne without giving it some seriously green credentials.

The new campus, which opened on July 8 after a decade of planning, is more than triple the size of the previous one, allowing for plenty of green spaces. An organic orchard and garden containing more than 300 trees, 400 vines and 5,500 species of shrubs help create a natural ecosystem on campus.

Of course, going green is not just about the physical environment. Just as important is our commitment to low energy consumption. In compliance with the swiss **Minergy-P®** low consumption standards, the campus is equipped with 44 geothermal probes and an innovative wastewater heat recovery system to cover 80% of EHL's heating needs. Look up on the roof and you will spot the newly installed solar panels. Given they cover an area equivalent to roughly three Olympic-sized swimming pools, they are hard to miss. Lastly, 30 charging stations are available for electric cars.

These initiatives not only make EHL's daily activities more sustainable, but they also complement in-classroom learning and help educate our students about environmental responsibility. By practicing what we preach, we hope to create future leaders who will make sustainability a core commitment in their workplaces.



"Sustainability isn't only confined to the classroom and our new campus has been concerned taking it into account," says Noémie Danthine, Head of Sustainable Hospitality Services, EHL Group. "We want our students to understand that sustainability is a complex subject requiring much reflection and careful planning. However, each small step we take contributes to our larger goal, and we hope that our students will take that perspective with them wherever they will go."

While it's difficult to build a new campus without leaving a carbon footprint, EHL has already offset 58% of the carbon emissions generated by the construction work, and we expect to fully offset the rest by 2024.

The campus was inaugurated with a Carbon Neutral Event, certified by the climate consulting firm **South Pole**. To reduce the impact of the event, the organizing team worked with local external suppliers. Efforts were made to reduce plastic consumption with a will to avoid all single-use materials, and increase the vegetarian food offered while choosing products carefully. To minimize car travel to and from the event, shuttles were organized from campus to the Lausanne city center. The non-reducible emissions were compensated with two local offsetting projects: one targeting forest management and protection in Oberallmig, Switzerland, and the other one supporting the renewal of national street lights installations into LED in Singapore.



24 HOURS TO MAKE A DIFFERENCE

Yik Xin Choo and Sheriann Heng, two students of EHL participated in the [SDG Open Hack Singapore](#) that took place on May 28-29. In partnership with United Nations for Training and Research (UNITAR), Open Geneva, University of Geneva, Singapore universities and corporate partners, the event aimed at promoting innovation and entrepreneurship, cultivating skills such as leadership, creativity, and teamwork ability, while encouraging cross universities collaborations. Multidisciplinary teams were formed with the goal to solve societal and/or environmental challenges while learning about the 17 UN SDGs. After choosing their challenges' topic, students formed interdisciplinary teams online and worked for 24 hours on developing innovative solutions.

Yik Xin Choo and Sheriann Heng's - alongside two other students from the National University of Singapore and Nanyang Technological University - were awarded the "Most Impactful Solution Award" and "The Favourite Project" at the end of the event. During this two-day experience, the team thought of ways to reduce the use of plastic bags and support responsible consumption and production. As a reward, they received a sponsorship for a spot in the 2022 edition of the [SDG Summer School](#) held at the University of Geneva.

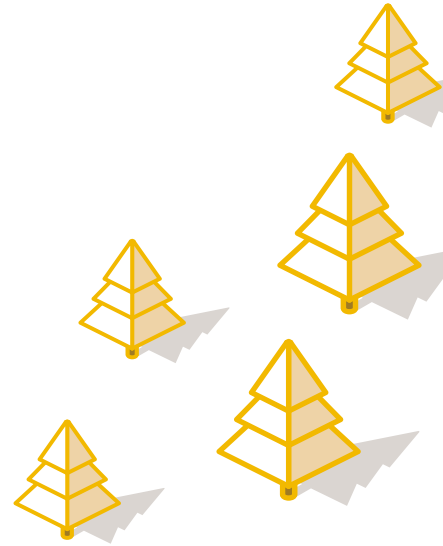


EHL REPRESENTATIVE AT THE NOBEL PRIZE DIALOGUE

In September 2022, EHL Student Tassilo Ritter Kempfski represented EHL at the [Nobel Prize Dialogue](#) in Singapore. Organized by Nobel Prize Outreach in cooperation with the National University of Singapore and the Asian Medical Students' Association, this edition entitled "The Future We Want Together" aimed at discussing global issues and exploring solutions for a better future by bringing together Nobel Prize laureates, scientists, policymakers, and thought leaders. Tassilo was selected to participate in a conversation with physics laureate Steven Chu on the theme of "Wellbeing in the Face of Climate Change". He discussed the hospitality industry's efforts towards sustainability and showed that net carbon zero and positive operating systems are possible. Congratulations again to Tassilo for being part of this dialogue and thank you for representing EHL!

AN ELECTIVE FOR CHANGE

As part of the elective course on Leadership and Influence, our bachelor students, in their last semester, were able to participate in two projects focusing on sustainability. The first project - called "The Vegan challenge" - aimed at encouraging their peers on campus Lausanne to opt for plant-based meals more often. The implementation was a true success: during the project, the selection of meatless main dishes served in Lausanne doubled, peaking at more than 20% of total main dishes for four consecutive weeks! The second challenge focused on waste management on campus and consisted in influencing students to better sort their waste. The best projects presented have been integrated in EHL's 2023 action plan to boost recycling in students' residences.



SUSTAINABILITY WEEK 2022

For its third edition, the **EHL Sustainability Week** could finally take place on-site. The event gathered over 500 participants on our three campuses and offered plenty of activities. Students and employees could attend - among other things - a Marketplace and clothes swapping initiative, participate in discussion panels, meet entrepreneurs working in the field of sustainability, join yoga and mindfulness sessions, or even take part in a sustainability themed Escape Game. Over the course of the week, special menus were served promoting more sustainable food options in our outlets. The event reached over 20 000 people on social media and showed an important outreach within the community. Following an internal survey, over half of the participants said the Sustainability Week encouraged them to make sustainable changes in their daily lives. In 2023, the next edition will take place March 20-24.



BETTERING OURSELVES

ONE SDG AT A TIME

In November 2021, EHL participated for the first time in the [Times Higher Education Impact Rankings](#) (THE Rankings), global performance rankings that assess universities against the UN Sustainable Development Goals (SDGs). Four SDGs were specifically selected for our participation in the ranking: SDG7 (Affordable and Clean Energy), SDG8 (Decent Work and Economic Growth), SDG12 (Responsible Consumption and Production), and SDG17 (Partnerships for the Goals). Although the ranking showed there is room for improvement at EHL, interesting results were reached in SDG12, where our institution was ranked among the top300 universities worldwide. EHL also participated in the 2023 ranking and results will be communicated by Times Higher Education in April 2023.



SUSTAINABLE SOLUTIONS ON SHOW

The [+Pavilion](#), a sustainably built environment structure, was installed on EHL Campus (Singapore) in August. Conceptualized and launched together by local and Swiss partners¹, this highly innovative wood construction and exhibition was built to raise awareness and educate the public on sustainability goals, in line with Singapore's Green Plan 2030. Now installed on our campus, the pavilion will be a physical anchor and space to continue the discourse around sustainable design with our students and the wider community.

¹Affordable Abodes, Deloitte Singapore, EHL Campus (Singapore), Haring Timber Technology, Hilti, Nespresso, Studio SKLIM, UBS, and Vitra, together with the Swiss embassy in Singapore.

EDUCATION BY NUMBERS

	2021	2022 objectives	2022	2023 objectives
Number of field trips by our professional & vocational programs	10	12	13	to maintain
Ratio of students choosing at least one BOSC6 sustainability-related elective course	18%	n/a	14%	to maintain
Percentage of research led by EHL professors on CSR topics	25%	to maintain	31% ¹	to maintain
Participants in EHL's Sustainability Week	600	to maintain	500 ²	to maintain
SDG-related events throughout the year	24	to maintain	14 ³	to maintain

¹EHL is actively looking for external funding for a research institute on sustainability.

²Back to fully on-site events with lesser means of impact calculation.

³A new event policy was implemented in order to prefer quality over quantity and to avoid conflicts in the overall EHL calendar. In 2023, EHL aims to shift towards more targeted events and the integration of sustainability in all types of events.

People

In 2022, we've taken further action to support our students, staff and faculty. We conducted the **HappyAtSchool** survey for the first time, for which the results are currently under analysis. Our internal reorganization contributed to the promotion of additional women to top executive roles. Diversity and inclusion are core principles for our institution and are integrated in our project of new code of ethics, along with inclusive communication guidelines soon to be released and a new "tone of voice" initiatives all working towards the human-centered culture that we strive for.



A STUDENT AT COP27

As future leaders in hospitality, EHL students are crucial voices in the conversation around sustainability. We were delighted to see one of our students, Kelly Ching, receive a platform for her voice at the COP27 UN Climate Change Conference in Sharm El Sheikh, Egypt, in November.

Sponsored by EHL and nominated by CarbonCare InnoLab (CCIL), Kelly attended COP27 as a young climate advocate from Hong Kong, one of the youth voices heard at the conference as part of its first ever Children and Youth Pavilion.

As part of CCIL's Climate Advocacy Training for Youth program last summer, Kelly co-founded Re-Market, a climate advocacy group aiming to minimize plastic packaging in Hong Kong supermarkets. This led to her selection for COP27, where she spoke as a youth panelist, sharing her experience of Hong Kong's heatwave and bringing up climate justice in the Asia-Pacific region.

During this "intensive but rewarding trip", Kelly took part in a meeting with COP26 President Alok Sharma and helped draft the Global Youth Statement, expressing the expectations and demands of the younger generations. She also spent time speaking to business leaders including Owen Bethall, the Environmental Impact Lead of Nestle, with whom she chatted about the obstacles and challenges faced by multinational consumer packaged goods brands.



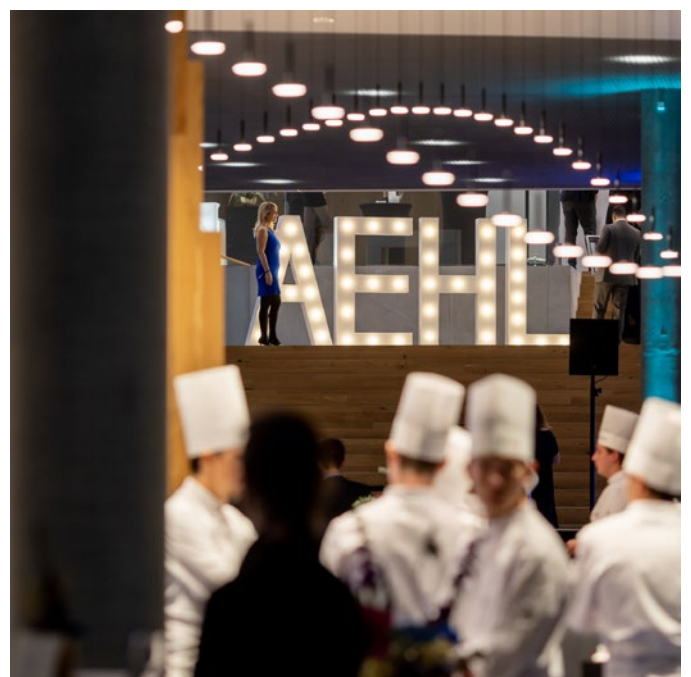
Naturally, as a hospitality student, Kelly was "acutely aware" of how the industry could play a part in driving a sustainable economy. Her conclusions? A commitment to engage all stakeholders, from suppliers to tourists, is an essential first step, while investment in smart-energy facilities and other energy-saving measures is vital to bring long-term financial and societal benefits.

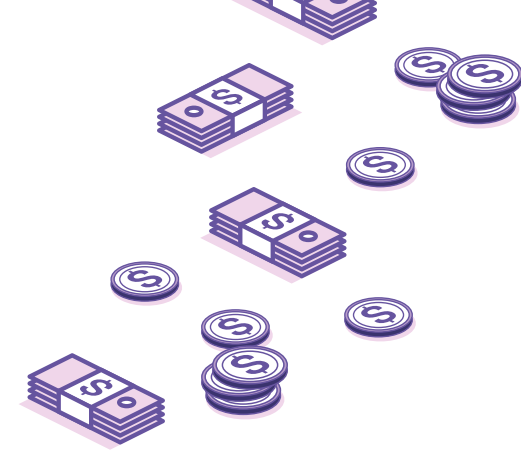
While some hospitality groups, such as Accor and Airbnb, presented their commitments to sustainable tourism at COP27, Kelly noted potential challenges in achieving net zero, for example how to calculate a company's Scope 3 carbon emissions, meaning indirect emissions produced by its customers or suppliers.

While the industry still has a long way to go, Kelly urges fellow EHL students to play a part in accelerating this transition. "I look forward to seeing the sustainable transformation of the hospitality industry," she says.

THE MORE THE MERRIER!

In 2022, the EHL Alumni (AEHL) team worked very hard to make a dream come true: in November, 1,800 alumni from 50 countries were welcomed on our Lausanne Campus for an unforgettable “Back to the Roots” celebration. During this event, the many generations of alumni discovered the new campus and its facilities while celebrating a memorable night with friends in the true EHL spirit. The year brought another big milestone for the AEHL team, with the integration of almost a third of the Swiss School of Tourism & Hospitality Passugg alumni into their contact database, bringing our community closer and binding our campuses together!





UNLOCKING OPPORTUNITIES FOR STUDENTS

In 2022, 98 students received financial aid from the EHL Foundation for Scholarships and Honorary Loans. EHL also offered, for the first time, a full-ride scholarship to an exceptional student, continuing to strive for social diversity within the institution and providing opportunities for the most deserving students.

“Receiving this scholarship helped me open doors that I would not have had access to normally. Many other students work hard and deserve support too, so I am very grateful to be trusted and supported towards my dreams in this way” - First full-ride scholarship student.

More information on www.ehlscholarship.com

CELEBRATING EMPLOYEES: THANK YOU! WEEK RETURNS TO CAMPUS LAUSANNE

After two years of absence due to the pandemic, we were happy to announce the return of the traditional Thank You! Week on campus Lausanne. This year, this festive week dedicated to our staff took place from June 27 to July 1. Employees could engage in fun activities such as cooking, pastry and cocktail workshops, take a First Aid awareness course, go on a sailing outing or sign up for a massage on campus, all this during their working hours! A barbecue evening also took place, gathering around 250 employees in a relaxed atmosphere.



BATHROOMS FOR ALL

With the opening of our campus in Singapore and the inauguration of a new campus in Lausanne, a thinking process was launched regarding Inclusion, Diversity and Belonging. While generally questioning what could make our facilities more accessible for all, some small steps were made this year, for example through the creation of gender-neutral bathrooms.

FÊTE UNI' IS BACK!

After a long break, Fête Universelle was brought back to life. This traditionally student-led event celebrates the diversity of EHL with all students coming together and representing the countries that are close to their hearts. This year, 180 students ran 29 stands, representing a total of 33 countries. For the event, a beautiful show was created spotlighting the cultures of 7 countries.



FROM PATHFINDERS TO PATHBUILDERS

In 2021, EHL partnered with [IMD](#) to create a way for EHL staff to co-design the strategy and culture of the group. The first program ran in 2021-2022 and was called the Pathfinder Program. In 2022, the Pathbuilders took over and started the second phase of the project. This group, a second taskforce made up of motivated staff, worked hard to finalize their business cases and present their findings and ideas to our Board members and Executive Leadership Team. Through this initiative, staff members had the opportunity to take courses on structuring strategic thinking, entrepreneurial/intrapreneurial thinking, team dynamics, leadership, the art of successful execution, impactful presentations, and much more. Part of their work is currently being implemented into the new EHL strategy.

PEOPLE BY NUMBERS

	2021	2022 objectives	2022	2023 objectives
Participation in Women in Leadership initiative & SHP workshops	1912	to maintain	2096	KPI to be reviewed ¹
Percentage of women among students	58%	to maintain	56%	to maintain
Percentage of women among staff	50%	-	46% ²	raise for 2025
Percentage of women in management positions	42%	-	42% ³	to maintain
Number of financial aid requests	200	220	268 ⁴	to maintain
Number of financial aid given	95	105	98	to maintain

¹For 2023, the target objective will be reviewed to better reflect the various types of actions implemented and respective results.

²In September, EHL hired many new staff members to operate its new F&B outlets. However, the gender distribution in kitchen operations is currently skewed towards men, and efforts are being made to address this.

³Tangible impacts from the actions implemented are expected in the mid to long term.

⁴Financial aid includes both scholarships and no-interest loans. The EHL Foundation for Scholarships & Honorary Loans is external to EHL Group and grants financial aid to both EHL and non-EHL students. EHL Group works closely with the Scholarship Foundation to promote scholarships and financial aid, in an effort to increase student diversity.

Communities

We continue to give back to those surrounding us, with initiatives stemming from both the institution itself and its members. After going through a pandemic, 2022 brought war and social conflicts, directly impacting some of our community members. EHL and its community helped where it could, locally and globally: from charity events organized by our students' committees, staff members now benefitting from yearly time to participate in activities, to implementing volunteering programs into our education, this year we were able to almost double the amount of time spent in our communities.



GRADUATES RELATE STORIES OF SOCIAL ENTREPRENEURSHIP WORLDWIDE

We are proud that our graduates often go on to use the skills they've learned at EHL to make a difference in the world, and that's ably demonstrated by a new project launched by three recent graduates passionate about sustainability and social entrepreneurship. In 2021, Shaan Madhavji, Clarissa Hediger and Guillaume Monnier created **SDG Impact Stories**, an initiative which harnesses the power of storytelling to spread the word about impactful change-makers across the world.

From February to July 2022, the trio travelled to 20 countries, from Europe to the Middle East, Africa, the Americas, South and Central Asia, in order to interview over 50 leading social entrepreneurs, thought leaders, politicians, senior lecturers and personalities who are all working towards a better future.

The aim? To draw attention to the concept of social entrepreneurship and pioneers currently working on environmental and social solutions within the framework of the UN's Sustainable Development Goals (SDGs). By highlighting these positive stories of impactful change, the team hopes to inspire more people, particularly younger generations, to pursue similar work.

"Very few people actually know about the concept of social entrepreneurship (being profitable and having a positive impact) according to the trio. "We aim to change that". At SDG Impact Stories, we wish to inspire people by telling the stories of social entrepreneurs developing innovative solutions to



tackle global problems such as lack of access to quality education, food insecurity, poor sanitation, access to energy and climate change. We strive to trigger emotions, encourage reflection, and ultimately empower everyone to accelerate social and environmental change."

Funded partly by EHL and partly through crowdfunding, the three graduates were able to complete 35 field trips over six months, creating video stories in a range of formats: 3min storytelling episodes for each company, longer one-on-one chats with company founders and executives, and a series called 'Walk the Talk' comprising interviews with thought leaders, politicians, and change-makers.

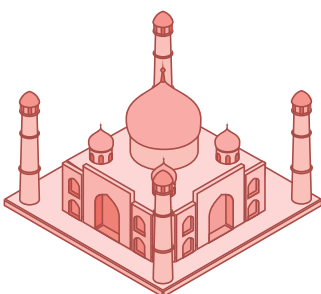
Back home, the graduates facilitated connections between EHL classes and the entrepreneurs they met during their trip, with the aim of providing them business cases and offering a full consulting service through an EHL Student Business Project. In addition, the SDG Impact Stories team had the opportunity to be featured on national television in Kyrgyzstan and present their work at several conferences, notably the Building Bridges Week in Geneva (Oct 3-6) and at the UN World Food Forum in Rome (Oct 17-21).

All the videos created by SDG Impact Stories are available on their socials **@SDGimpactstories** on **Instagram**, **Facebook**, **Youtube**, **LinkedIn**, and Spotify.



PEDALING FOR A PURPOSE

In February 2022, Dimitri Lazareff - a bachelor student - launched the **EHL India Tour**. The aim? Connecting India from North to South by bicycle while raising money for a charity. Together with Lionel Glauser, chef at EHL Lausanne, and Aster Skane, a third cyclist, the team cycled 2,350 km from New Delhi to Chennai, in just 15 days. Partnering with Decathlon and VET by EHL Advisory, they raised money for **Project Parvach**, a local organization helping rural Indian children to get access to education.



DATING RUGBY PLAYERS FOR CHARITY

Rugby Night has been a long-standing tradition at EHL. The initiative, conducted by the EHL Rugby Committee, consists of raising funds for charity over the course of an evening. The concept is simple: during the event, members of the EHL Rugby team are "sold at auction" for a date, and the money collected is donated to a not-for-profit organization.

In 2022, the Rugby committee partnered with the EHL Sustainability and Dance committees, organizing a special show with dance performances from the Rugby Team on two occasions, once per semester. The money raised was donated to the association **AS Fair Play** and the foundation **Just For Smiles**, which both offer sports activities to children, teenagers and adults with disabilities and restricted mobility, in a safe environment, without age limitations and adapted to all levels. The latest donation was celebrated with Just for Smiles on campus on December 12, in the presence of Paralympic Athlete Sofia Gonzalez.



A MASTERCLASS FOR THE COMMUNITY

EHL and the **Restaurant de l'Union**, in Epalinges, once again collaborated in creating a new cocktail during a Mixology MasterClass. **Restaurant de l'Union** is a place of professional reinsertion where people in difficult life situations can learn new skills, find a rhythm of life again, before jumping back into professional life. EHL partners with the restaurant by inviting their beneficiaries over and teaching them best practices, but also sends chefs or lecturers over to spend time with the beneficiaries in the kitchen. These moments are filled with motivation and inspiration on both sides. Roberto Bertinetti, Lecturer - Practical Arts at EHL, gave a Masterclass on Mixology to the beneficiaries. The cocktail he created for the event, named "Le Trait-d'Union" ("the hyphen"), was on the restaurant's menu for the full month of June.



FOOD FESTIVAL REVIVAL IN PASSUGG

On September 10, after several years of break, we were finally able to hold our legendary Food Festival on the EHL Campus Passugg again. The Food Festival was a success, and the event was sold out, spoiling over 500 guests, alumni, students, parents, employees from Chur and the surrounding area with delicacies from all over the world.



LAUSANNE CAMPUS SUPPORTS EVAM

In 2022, our community organized donations for different causes. With the vacation of some facilities on campus Lausanne, rooms were offered to **EVAM**, the regional organization in charge of the welcoming and integration of migrants. In May, a collection was organized, and drawers, chairs, desks and other pieces of office furniture were donated by our Spaces & Services Department to the organization for the refurbishing of their new offices. Over the summer, another donation of clothes and items from the school's Lost and Found was organized and sent to EVAM.



HELP FOR UKRAINE

Following the start of the war in Ukraine, the EHL community launched several initiatives to support victims of the conflict. The EHL student Sustainability Committee organized a collection and donation of goods and first-aid products. 69 boxes of food, hygiene products, medicine, blankets, and baby care items were sent to the Polish border to help Ukrainian refugees. On campus Lausanne, some rooms were made available to welcome refugees, and an emergency fund was launched for students directly impacted by the conflict.



SAYING NO TO HARASSMENT YES TO RESPECT

In December 2022, EHL was finalist at the **QS Reimagine Education Awards** in the category "Nurturing Wellbeing and Purpose" for its Sexual Harassment Prevention program (SHP). Launched in 2019 by our Women in Leadership (WIL) team and Student Affairs, under the guidance of professor Dr Sowon Kim in collaboration with **The Non-Violence Project Foundation**, this program aims at raising awareness on the topic of sexual harassment among the EHL community. Via communication, campaigns and trainings, the initiative develops the ability of students and staff members to identify and take measures against sexual harassment, support potential victims, and create contact points and standardized procedures for reporting at institutional level.

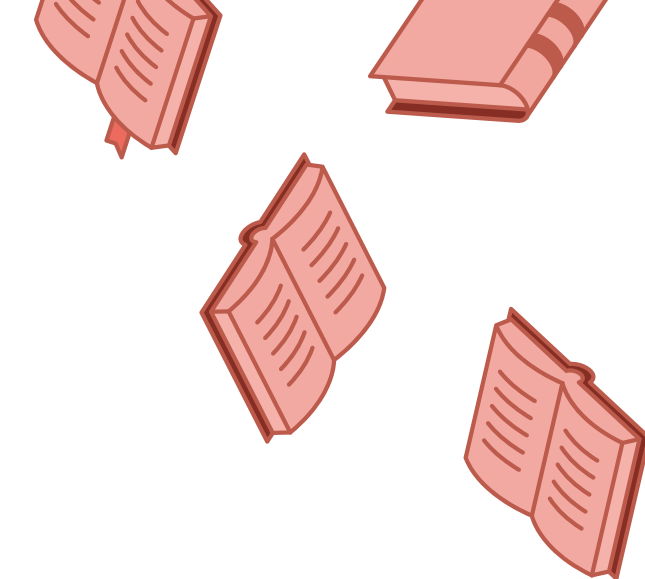
THE POWER OF VOLUNTEERING

As of 2022, all EHL staff members can use 8 hours per year of their time at work to volunteer for causes close to their hearts, monitored by the **Alaya** platform. The goal? To do good and help communities in need. Volunteering hours can be spent in different areas, such as preparing and serving meals at a local soup kitchen or donating items of first necessity, sharing your skills and competencies to help NGOs in their activities. In addition, on the Alaya platform, members can challenge themselves to include more sustainability and eco-friendliness in their daily habits. These activities and personal challenges cover various topics such as improving your own individual wellbeing by going for a short walk after lunch on your working hours for a week or being more mindful of sustainability by committing to not buy any products sold in plastic packaging for two weeks.

During our yearly Solidarity Month held in November, employees on campus Passugg baked and decorated around 100 gingerbread cookies and sold them at the Christmas market in Chur. The proceeds of CHF 1600 were donated to the non-profit association Bündner helfen Bündner, supporting people in need in the Canton.

In addition, students of EHL's two master programs (MGH and MIHM) spent half a day doing community work: At the Refettorio Geneva, a restaurant where the lunches' profits allow to serve, each evening and free of charge, four hundred weekly meals to the beneficiaries of local associations, and at Biopark Geneva, a unique animal park, refuge and sanctuary with the objective to reconnect humans and nature.

With an exciting 1,198 hours volunteered in total, CHF 3,912 raised, and 295 challenges completed we can be proud of what our community accomplishes.



A SECOND LIFE FOR USED BOOKS

Students from our campuses of Lausanne and Passugg collected used books, aiming at re-inserting them in a circular manner. In Lausanne, a book exchange event was organized by students of the Sustainability Committee. In the wake of this event, books are now properly collected at the end of the semester and brought to the library, where they can live a second life. In Passugg, a substantial number of books were collected and found a new home in "The Attic", a place for our Passugg students to study and relax in a cozy atmosphere. Books will be labeled and categorized for students to use freely.



COMMUNITIES BY NUMBERS (ALAYA PARTICIPATION)

	2021	2022 objectives	2022	2023 objectives
Participation ratio (on accounts created)	23%	30%	27,8%	30%
Hours dedicated	672	n/a	1198,5	1200
Courage Your Way Students	1	3	0 ¹	-
Number of activities during Solidarity Month	6	10	15	to maintain
Partnerships with NGOs	4	5	5 ²	to maintain

¹This initiative is dependant on the number of applicants.

²EHL is working on a wide charity policy for 2023 which will integrate a skills-sharing partnership model. The list of partnerships can be found in GRI-tables 102-12.

Environment

In 2022, we continued to raise awareness on the protection of our environment by promoting slower means of transportation, developing vegan and vegetarian food offerings, and finding appropriate actions to lower our carbon footprint. Where we cannot act directly, we do our best to mitigate our impact thanks to local offsetting or carbon-removal projects.



NEW PLANT-BASED RESTAURANT OPENS ON LAUSANNE CAMPUS

Conscious of veganism's role in creating a sustainable future for the planet, we knew there was only one responsible choice when it came to creating a new food outlet for our renovated Lausanne campus – it had to be plant-based.

Shadwood, named after the beautiful 80-year-old tree in the new entrance hall, opened in November. The aim: providing tasty, nutritious, plant-based dishes while educating our students about sustainable food and diversification in the restaurant industry.

“It’s about maximum diversification and showing our students who are not used to vegan food that you can eat well without animal protein,” says Sophie Raballand, Shadwood’s Project Manager. “We’re not trying to turn people vegan but to give them a catered service with seasonal produce that’s good quality.”

Offering a 100 percent vegan menu in a casual, food-court concept, chef Grégory Pouzol and his team offer creative dishes such as mushroom burgers, homemade hummus, and lentil dhal, along with freshly prepared juices and spirulina smoothies. In addition to the lunch menu, the restaurant also serves vegan sweet pancakes every afternoon.

Being meat-free, Shadwood has a lower environmental impact than other outlets, but seeks to minimize its carbon footprint even further. Juices are freshly made in limited quantities to limit waste; many of the herbs, vegetables and fruits are sourced from the campus’ organic garden; and the menu focuses heavily on seasonal ingredients. In



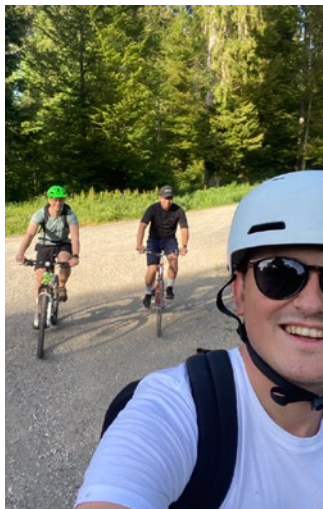
addition, all dishes are labelled with a nutri-score and an eco-score, “which gives us an indication of the nutritional value and carbon-footprint of the dish”, says Sophie.

The 120-seat restaurant is also a concrete learning opportunity. Students on their preparatory year work in the kitchen and front of house, gaining vital experience prior to entering a hospitality industry which is increasingly embracing veganism as a more sustainable choice.

They also get to experience a business run using a QR code model. Joining the growing number of Swiss restaurants using this system, Shadwood requires customers to browse the menu and place their order on an app accessed via QR codes on the tables. Dishes arrive as and when they are made, with the aim being that customers can eat their (potentially three-course) meal within 30 minutes.

It’s a first for EHL and it allows students working at the Shadwood to “see behind the curtain”, says Sophie, helping them to understand the technology involved and advantages it offers, such as the ability to easily change menu options.

So far, so innovative – but how has it been received? Brilliantly, we’re delighted to say, operating above capacity and attracting increasingly loyal customers. “We’re starting to find that people who were resistant at the beginning are now coming once, twice a week,” says Sophie. “Even if it’s once every two weeks, we’re happy!”



CYCLING FOR CHANGE

In May 2022, EHL Lausanne participated in the “Bike to Work” campaign for the first time. This initiative launched by [ProVelo](#), an organization representing the interests of cyclists throughout Switzerland, aims at promoting bikes as an ecological, energy-saving and healthy means of individual transport. 10 teams and 32 participants biked a total of 5,619 km for an equivalence of 809 kg of CO² that would have been produced if the bicycle kilometers were covered by a passenger car. The organization [Démarche](#) provided free bike maintenance on our Lausanne Campus, and e-bikes were made available by [Phaze](#), a local bike rental company.

INTRODUCING MEATLESS WEDNESDAYS

At the end of 2021, both our Singapore and Passugg campuses implemented “Meatless Wednesdays” in their operations. The initiative aims at raising awareness among the environmental impact of meat consumption, and the health benefits of incorporating more plant-based foods into our diet. Students and staff can enjoy delicious vegetarian meals in the different outlets on campus periodically, while lowering their carbon emissions.

FIVE STARS FOR THE ENVIRONMENT

In 2022, we had another reason to celebrate: EHL was given an extra 5 Stars by [QS Stars](#) in the category Environmental Impact. Amongst QS Stars participating universities in Switzerland, EHL is the only one to have achieved the highest number of stars for its Environmental Impact. Criteria assessed included Research, Climate Action Plan, Energy and Resource Consumption, as well as Student Organizations engaged into Environmental Sustainability.



EHL CAMPUS (SINGAPORE) CELEBRATES GREEN!

On January 24, EHL Campus (Singapore) organized a commemorative tree planting event to celebrate the end of the semester with its first Bachelor intake of students. This initiative was part of EHL’s contribution to the Singapore National Parks Board’s [OneMillionTrees](#) movement, aiming to restore nature back into the city. EHL students and staff gathered to plant nine trees to grow and bring shade into the campus’ terrace and attract butterflies and birds. The event was rounded up with a lovely garden party-themed dinner for our students and staff.



WE WON THE PIEONEER AWARDS!

Thanks to its continued partnership with the alumni startup [Beelong](#) and its highly innovative eco-score, EHL won the Sustainability International Impact Award. Restaurants, caterers, and stakeholders from the food industry all have a crucial role to play, as food accounts for 30% of environmental impact in Switzerland (Swiss Federal Office for the Environment). Based on this observation and following an internal audit made at our Food Court in Lausanne in 2020-2021, we decided to put in place actionable measures to reduce the environmental impact of our food related operations. The results? We have increased by 4% the use of Swiss produce, by 9.1% seasonal produce, by 7.4% labelled products and saved 809kg CO² emissions.



ENVIRONMENT BY NUMBERS

	2021	2022 objectives	2022	2023 objectives
Carbon footprint (in tons CO²)	9,418	develop climate plan	9,133 ¹	2025 horizon reduction
· food	1,203	-	1,383 ²	2025 horizon reduction
· mobility	4,024	-	3,501 ³	to maintain
· energy	3,282	-	3,558 ⁴	2025 horizon reduction
New campus construction carbon offsetting	29%	58%	58% ⁵	80%
Percentage of waste collected and recycled	71%	-	63%	2025 horizon reduction ⁶

¹Ambition inscribed in the climate plan: 5% reduction of the carbon footprint, by 2025.

²Objective inscribed in the climate plan: 20% reduction of the food carbon footprint for each kg of purchased products, by 2025.

³While the business trips have increased compared to the last year, the reduction in mobility GHG emissions is due to a more precise methodology in estimating EHLers' commuting habits. Further details on methodology are available in the GRI tables.

⁴Objective inscribed in the Climate Plan: 15 % reduction compared to 2021 level by 2025. At the time of publication of this report, energy consumption data for 2022 was under review.

⁵Commitment to offset the emissions generated by the construction of the new campus in Lausanne: 80% by the end of 2023 and 100% by the end of 2024.

⁶Plan of action following circularity project scheduled in 2023.

Get involved

Three years into committing to our sustainability objectives through the creation of our Contributing Beyond Education platform, the EHL Community is still working hard for a better social and environmental future. It's a journey and every step matters. By working together, we will achieve more, thus we encourage you to reach out and express your opinions and suggestions. These key contacts are a starting point for your journey.

What you choose to do next is up to you!

GENERAL CONTACT

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Singapore
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INITIATIVES & STUDENT COMMITTEES

Association EHL Smile EHLsmile@ehl.ch
Committee EHL Sustainability: sustainabilitycommittee@ehl.ch
Women in Leadership: wil@ehl.ch



GRI Tables

GRI (Global Reporting Initiative) Standards are a widely adopted sustainability reporting framework used by organizations to communicate their sustainability performance. The GRI Standards provide a comprehensive and consistent approach for companies to report on their environmental, social, and governance (ESG) impacts and practices. They promote transparency, consistency, stakeholder engagement, and continuous improvement in sustainability reporting.

EHL started reporting in reference to the GRI Standards in 2021.

GRI 102: GENERAL DISCLOSURE

Organizational Profile

102-1	Name of the organization	EHL Education Group
102-2	Activities, brands, products, and services	<p>EHL develops hospitality competencies through research, education, innovation, as well as business services, and brings them to the world in a sustainable way. EHL Education Group provides education in hospitality management and business. The Group produces research projects, offers consulting services, nurtures startups and generates an important innovation pipeline. Our primary educational product is our Bachelor in Hospitality Management degree, which is delivered on our three campuses in Lausanne, Passugg, and Singapore. For our full course offering, visit https://www.ehl.edu/en/study. We also provide advisory services around the world via two regional offices in China and India. For full details about our Advisory services, see: https://industry.ehl.edu/about-ehl-advisory-services</p> <p>Our Services & expertise:</p> <ul style="list-style-type: none"> - Education (Hospitality courses for individuals & organizations; Vocational & Professional Diplomas; Academic Degrees; Certification and Licensing; and Vocational Education & Training) - Business Development (Schools & Learning centers; Consulting for Hospitality Corporations; Service Excellence for Other Industries; Student Consulting) - R&D and Innovation (Innovation Hub; Business Incubation; Research & Development) - Partnership & Resources (EHL Alliance; Recruitment; Sponsorship Opportunities)
102-3	Location of headquarters	Lausanne, Switzerland
102-4	Location of operations	We primarily operate in two countries: Switzerland and Singapore. We also have two regional offices in China and India providing advisory services.
102-5	Ownership and legal form	EHL Foundation is the sole owner of E.H.L. Holding SA, and its Board of Governors defines the EHL vision and founding values. The historic organization of EHL as a foundation ensures that its primary focus remains the development of high-quality education for our students. As a non-profit foundation, we reinvest all profits into our organization.
102-6	Markets served	We have campuses in Lausanne and Passugg Switzerland, and Singapore. Our student population comes from over 125 countries. We provide advisory services globally. Our offerings serve the education, hospitality, tourism and service industries. Our customers and beneficiaries include students, our local communities, hotels, hospitality and service organizations and hospitality schools.
102-7	Scale of the organization	<p>In 2022, we employed 826 people on three campuses and in two regional offices. We offer Bachelor's and Master's degree programs, as well as vocational degree programs, at all three of our campuses. In 2021, our net sales were 152'496 KCHF and total capitalization was 476'961 KCHF with 333'355 KCHF of debt and 143'606 KCHF of equity. Financial information for fiscal year 2021. At the time of publication of this report, figures for the fiscal year 2022 were under review and approval. For more, visit www.ehl.edu/en/study#professional to see the full EHL course catalogue.</p>
102-8	Information on employees and other workers	<p>Information on employees and other workers</p> <ul style="list-style-type: none"> - 711 Permanent staff: 309 female / 402 male - 108 Temporary staff: 43 female / 65 male - 665 Lausanne campus: 576 permanent / 89 temporary - 35 Singapore campus: 26 permanent / 9 temporary - 91 Passugg campus: 86 permanent / 5 temporary - 28 Asian advisory offices: 23 permanent / 5 temporary - 638 Full time staff: 236 female / 402 male - 176 Part time staff: 115 female / 61 male <p>Seasonal workers and non-employees do not constitute a significant portion of our workers.</p>
102-9	Supply chain	As an institution of higher learning, our locations include virtual and classroom teaching, on-campus housing, dining, and leisure activities. As such, our most procured items are food and beverages, kitchen appliances and textiles, IT material, and furniture.
102-10	Significant changes to the organization and its supply chain	<p>In 2022, we inaugurated the new campus in Lausanne. Further information in the section Education of this report.</p> <p>The new Group CEO, Markus Venzin, took office in September 2022, starting an important review of both the Group structure and its strategy, to be completed by the end of 2023.</p>
102-11	Precautionary Principle or approach	The precautionary principle is integrated in our risk management and decision-making process.
102-12	External initiatives	<div> <div> <p>EHL Group:</p> <ul style="list-style-type: none"> - Council for Higher Education Accreditation - Hôtellerie Suisse - Suisse Tourisme - Swiss Food Nutrition Valley - Fondation pour la Promotion du Goût - CVCI - International Sustainable Campus Network - DocuSign Agreement Cloud - Equal Pay <p>EHL Hospitality Business School:</p> <ul style="list-style-type: none"> - EFMD - AACSB - NECHE - HES-SO - EUHOF </div> <div> <p>EHL SETH:</p> <ul style="list-style-type: none"> - THE-ICE - EUHOF <p>ESG-related Initiatives :</p> <ul style="list-style-type: none"> - United Against Waste - Non-Violence Project Foundation - HES-SO sustainability strategy - Fondation Mère-Sofia - Ecole Paul Dubrule - Restaurant L'Union </div> </div>

Strategy

102-14	Statement from senior decision-maker	See Foreword.
102-15	Key impacts, risks, and opportunities	<p>The instable global geopolitical situation, the growing tensions on energy supplies have a direct impact on the activities and operations of the EHL Group. Several scenarios have been considered as well as measures implemented especially in the case of energy supplies shortage.</p> <p>As educational institution, students' expectations are becoming wider and more varied regarding sustainability as a general concept, making actions difficult to prioritize. In the same sense, the expectations from the society and general public are also increasing. Having the institution taking a stance is more and more expected and clearing communicating EHL's sustainability positioning and commitments is key.</p>

Ethics & Integrity

102-16	Values, principles, standards, and norms of behavior	<p>EHL Group is in the process of developing a Code of Ethics aiming at providing a framework for the interaction of all members of the EHL community internally as well as with external partners. The ethical principles presented in the document are expected to be adhered to across the board both internally and by external players with whom EHL maintains business relationships or a collaborative exchange. The existing Code of Ethics' draft is based on the EHL values, existing regulations, and guidelines. It has been presented to a wide array of EHL stakeholders for consultation to consider their needs and expectations and ensure the document is adapted to EHL's reality and is fully applicable. In addition, EHL is looking at the possibility to develop a Code of Conduct, based on the Code of Ethics, setting clear guidelines for day-to-day professional practice, decision-making and describing acceptable behavior in the professional environment.</p> <p>During 2022, and under the impulse of the PathBuilders, thorough research and analysis work was done to define a blueprint to guide EHL leadership. Several behaviors were identified and gathered into a new model called "EHL Tempo" to be used as a compass. The values of accountability, transparency, care, experimentation, and collaboration.</p> <p>Our student and staff population have numerous outlets to report unethical or unlawful behavior, many of which are accessible from our intranet page, including the SpeakUp Hub for anonymously reporting sexual harassment, our Health & Wellbeing Hub, spiritual counselors on campus, the Staff Committee, Faculty Council, Mediation Committee, and Student Affairs Department.</p> <p>Additionally, employees have access to advice through our Employee Assistance Program. For more, visit www.ehl.edu/en/about-ehl/.</p>
102-17	Mechanisms for advice and concerns about ethics	<p>With the development of the new Code of Ethics, EHL group will provide a clear ethical framework for stakeholders to collaborate, cooperate and work together. Any unlawful behavior will result in taking appropriate actions aligned with EHL Corporate Social Responsibility commitments.</p> <p>That said, several channels and possibilities are existing for our staff and students to report any concerns or issues related to unlawful behaviors. In addition, several training opportunities are proposed for example related to sexual harassment (Sexual Harassment Prevention workshops). EHL has also established a SpeakUp channel for its student population and staff enabling them to anonymously report unethical behaviors as well any situation of harassment and bullying.</p> <p>Students have also access to other channels or interlocutors such as our Student Counsellor, Spiritual Counsellor, Nurses, Student Affairs Department, Career Center and Faculty Council.</p> <p>Additionally, employees have access to advice through our Employee Assistance Program as well as Mediation Committee and the staff committee.</p> <p>For more, visit www.ehl.edu/en/about-ehl/.</p>

Governance

102-18	Governance structure	<p>Our Board of Governors is responsible for setting the Group's Vision and Strategy and to ensure the strategy is implemented. The EHL Group 2025 strategy has a specific axis dedicated to sustainability. For more, visit www.ehlgroup.com/en/about-ehl/ehl-group-structure-governance.</p>
102-20	Executive-level responsibility for economic, environmental, and social topics	<p>The Director of Strategy and Sustainability is responsible for environmental and social topics at EHL and reports to the CEO. All members of the Executive Committee are responsible for economic topics. The Committee reports to the CEO and the Board of Directors.</p>

Stakeholder Engagement

102-40	List of stakeholder groups	Primary internal stakeholder groups: students, faculty, staff. Primary external stakeholder groups: alumni and advisory boards, certified schools, accreditation bodies, potential students, parents of students, industry focus groups and associations, employers, alliance members, advisory service clients, suppliers, local community members, local government entities, sustainability services providers, NGOs, and media.
102-42	Identifying and selecting stakeholders	Different types of relationships have been considered to identify EHL external stakeholders. We include stakeholders whose sphere of influence may impact or may be impacted by EHL and others that are in a relation of responsibility or dependency with EHL.
102-43	Approach to stakeholder engagement	We engage different stakeholder groups based on the degree of impact EHL has on them and vice versa. Internal stakeholders, such as students, faculty and staff, are solicited numerous times throughout the year through town halls, surveys, focus groups, and interviews during the preparation of this report. Students can also share their opinions on sustainability in an anonymous way via the Positive Impact Rating survey and idea walls. Alumni and Advisory Boards are approached annually for specific purposes, including sustainability. Feedback from external stakeholders is taken into account as needed for specific engagements with EHL. Generally, external stakeholders are not asked to contribute directly to the sustainability report. In 2022, we held a broad materiality assessment exercise. Staff, faculty, students, the board, the executive committee, and the participants to the EHL junior academy were asked to rate the importance EHL Groups should attribute to different economic, governance, social, and environmental topics.
102-44	Key topics and concerns raised	In 2022 different concerns were raised by internal stakeholders. In example, in the PIR survey students in Lausanne demonstrated their preoccupation about food waste and the presence of single-use items on campus. The materiality assessment results indicated the following priorities by each group: - STAFF: Good employment conditions; Waste management; Accountability & Transparency - STUDENTS: Good employment conditions; Occupational Health & Safety; Data protection & Privacy; Satisfaction of employee and students; Waste management - FACULTY: Good employment conditions; Accountability & Transparency - BOARD: Good employment conditions; Energy; Accountability and transparency; Institution-led innovation - JUNIOR ACADEMY: Occupational Health and Safety; Good employment conditions; Diversity & Equal Opportunities

Reporting Practice

102-45	Entities included in the consolidated financial statements	List of company names and registered offices Fondation de l'Ecole hôtelière de Lausanne, EHL Lausanne E.H.L. Holding SA, Lausanne EHL Advisory Services SA, Lausanne EHL Real Estate SA, Lausanne EHL Next SA, Lausanne SSTH - Schweizerische Schule für Touristik und Hotellerie AG, Passugg-Araschgen HTM-Immobilien AG, Passugg-Araschgen EHL Hospitality Services SA, Lausanne EHL Haute Ecole SA, Lausanne EHL Academia SA, Lausanne Ecole hôtelière de Lausanne PTE Ltd, Singapore EHL Campus (Singapore) PTE Ltd, Singapore EHL Advisory Services (New Dehli) LLP, New Dehli EHL Advisory Services (Beijing) Co., Ltd, Beijing EHL Advisory Services (Hong Kong) Ltd, Hong Kong TYPSTY Group PTY Ltd, St Armadale
102-46	Defining report content and topic Boundaries	We report on activities within the corporate boundary of our operations. Our material topics are determined through detailed research via focus groups and interviews. These topics are organized under 4 pillars: Education, People, Communities, and Environment. See our full report for more. We introduced the GRI framework in our social and environmental reporting in 2022, reporting on 2021. This year, the materiality assessment provided us with the importance to attribute to different material topics. In general, we observed that three social topics are listed within the top 5 material topics by EHL staff, faculty and student, demonstrating the key-role of human relations within the hospitality sector. The other two topics in the top5 are Waste management and Data protection and privacy. This fact encourage us in strengthening our future efforts in developing further our People pillar, in addressing visible issues related to food waste and single-use items, and in ensuring a safe digital environment for staff and students.
102-47	List of material topics	The Group Strategy and the 4 pillars of our sustainability strategy act as the basis for identifying the following material topics: Economic Performance, Indirect Economic Impacts, Procurement Practices, Energy, Water and Effluents, Emissions, Waste, Supplier Environmental Assessment, Employment, Occupational Health and Safety, Training and Education.
102-48	Restatements of information	No major restatements were made.
102-49	Changes in reporting	No significant changes.
102-50	Reporting period	January 1, 2022 - December 31, 2022
102-51	Date of most recent report	2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	csr@ehl.ch
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in reference to the GRI Standards.
102-56	External assurance	EHL does not externally assure its sustainability report.

GRI 200: ECONOMIC DISCLOSURES

GRI 201 Economic Performance

103-1	GRI 201: Economic Performance 2016	As a non-profit foundation we reinvest all profits into our organization, including investments in education, infrastructure, innovation, and community engagement. Healthy economic performance undergirds the continued relevance of the education we provide, to current students and alumni. We manage our economic performance through standard, globally-approved accounting practices. Our sound economic fundamentals enabled us to remain resilient during the pandemic, despite revenue fluctuations.
201-2	Financial implications and other risks and opportunities due to climate change	<p>Since 2018, EHL Group has incorporated a Risk Management approach in the development of its activities. The risks to which EHL Group is exposed during the course of its mission and the implementation of its strategy are identified, classified and analyzed. A risk review is carried out periodically, enabling EHL to have an updated vision on the evolution of the main risks the Group is facing.</p> <p>Currently, risks and opportunities directly related to climate change are not explicitly listed in EHL's Risk Register, nor monitored. That said, EHL is in the process of optimizing its current Risk Management approach and we plan to include climate change consideration.</p> <p>Risks related to climate change have been included in the enhanced risks register of the Group.</p>
201-4	Financial assistance received from government	<p>In 2020, we cashed-in 25'000 KCHF in subsidies, 4'790 KCHF in grants for investment in construction and 1'017 KCHF in grants for research and development.</p> <p>In 2021, we cashed-in 25'524 KCHF in subsidies, 9'300 KCHF in grants for investment in construction and 989 KCHF in grants for research and development.</p> <p>Government is not present in the shareholding structure.</p> <p>Please note that these figures rectify the ones reported in the last year social and environmental report, which were mistakenly reported for the year 2021 instead of 2020.</p>

GRI 203 Indirect Economic Performance

103-1	GRI 203: Indirect Economic Impacts 2016	EHL develops hospitality competencies through research, education, innovation, as well as business services, and brings them to the world in a sustainable way. With more than 4'000 students and more than 600 faculty and staff worldwide, we are a life-long learning partner for hospitality professionals. We enable individuals and organizations to achieve their goals, counting more than 100 practicing consultants and serving more than 500 organizations in 30 different countries. Our EHL Certified Schools and VET partners contribute in building capabilities in the hospitality industry, and improve the lives and employability of many. We also entertain a network of 180 companies recruiting on EHL campuses every year and 35 companies member of the EHL Alliance. Our 30'000 Alumni operate worldwide in 150 different countries.
203-1	Infrastructure investments and services supported	In 2022, we inaugurated our new campus in Lausanne. This embeds new restaurants and leisure activities accessible by externals, like the Brasserie 1893, the Montreux Jazz Café, or the swimming pool and other sports facilities. A more exhaustive catalog of services will be prepared in 2023.

GRI 204 Procurement Practices

103-1	GRI 204: Procurement Practices 2016	<p>Procurement practices represent an essential activity of the financial, social, and environmental sustainability of our campus operations. EHL procurement activities are carried out by numerous and various departments across the institution. These activities cover sectors such as F&B, Real Estate, and Administration purchasing needs.</p> <p>The existing purchasing charter already mentions several guiding principles related to sustainability and is currently being reviewed and updated to integrate a sustainable purchasing approach by adding concrete guidelines and recommendations throughout all procurement processes. A new purchasing policy will be available in 2023.</p> <p>In the frame of the revision of its Purchasing Charter, EHL is willing to integrate additional sustainability criteria when purchasing products and/or services. In that sense, the social and environmental performance of existing and future main suppliers will be evaluated thanks to a questionnaire currently under development. Thanks to the new purchasing charter and to suppliers' questionnaire, EHL will have a better view of the impacts of its purchasing activities and of the potential risks and opportunities related to them. By reviewing the existing charter and integrating additional sustainability-related principles and recommendation EHL demonstrate how important procurement activities are to the group.</p> <p>A particular emphasis is put on F&B-purchased goods, as they represent on Lausanne Campus an important part of purchasing activities. For most F&B goods, their environmental impact is calculated thanks to the Beelong Eco-score solution, enabling the purchasing department to have a clearer view of the impact of the various products.</p> <p>Another example is the special attention given to digital and electronic goods to ensure that goods purchased are not too energy intensive.</p>
204-1	Proportion of spending on local suppliers	No data on the subject is systematically collected at the moment.

GRI 300: ENVIRONMENTAL DISCLOSURES

GRI 302 Energy

103-1	GRI 302: Energy 2016	<p>Energy consumption is a key topic in our effort to reduce our carbon footprint. Energy is one of the three main pillars listed in the EHL Climate Plan in Lausanne, where our iterative reduction goal is to reduce our GHG emissions from the energy sector 15% by 2025 compared to the 2021 value.</p> <p>We measure our energy consumption on the three campuses every year as part of our carbon footprint calculation. The Real Estate department evaluates and plans specific actions to reduce the energy consumption on campuses each year. Our targets are to purchase our energy responsibly and minimize the energy used in our operations.</p> <p>For example, in 2022, we conducted a study in Singapore to reduce the energy consumption related to climatization. On the Lausanne and Passugg campuses, we listed different actions to contribute to the Swiss Confederation electric and gas consumption goals.</p>
302-1	Energy consumption within the organization	<p>In 2022, we used:</p> <ul style="list-style-type: none"> - 6'735 MWh of electricity in EHL Group campuses - 6'817 MWh of heating from non-renewable sources in EHL Group campuses - a total of 14'280 MWh of energy in EHL Group campuses <p>At the time of the publication of this report, energy data for the Lausanne campus (representing 83% of the Group total) was under reviewing process.</p>
302-4	Reduction of energy consumption	<p>At the Group level, energy consumption raised 5% compared to 2021. This raised can be explained by the opening of the new campus in Lausanne and the rise of Singapore's campus population.</p> <ul style="list-style-type: none"> - Lausanne <p>Compared to 2021, we noticed an 11% reduction in gas consumption (Lausanne campus). This is due to the actions undertaken to mitigate gas consumption in accordance with the Ostral plan, as well as the mild temperatures in winter, hence requiring less heating. However, electricity consumption raised 25% on the Lausanne campus. The heat pumps technology, used at the new campus in Lausanne, is also known for reducing non-renewable sources consumption but causing the increase in electricity consumption.</p> <p>In general, we expect to observe reductions related to the new heat pumps and the solar power installations starting in 2023.</p> <ul style="list-style-type: none"> - Singapore <p>The electricity consumption in Singapore raised 5.5%, while the campus population has nearly tripled. Consequently, energy consumption per person dropped by 63%.</p> <ul style="list-style-type: none"> - Passugg <p>In Passugg, the energy consumption per person remained stable (+2%), with a reduction in the gas consumption and a raise in the electricity.</p>

GRI 303 Water & Effluents

103-1	GRI 303: Water and Effluents 2018	<p>To minimize the environmental impact of our campuses, we are working to minimize our water use. We measure our water consumption annually as part of our carbon footprint calculation. Dry cleaning services on campus are provided by EGEN Textile Care, a WWF-supported company which implements sustainability best practices like water recycling. Also, all our cleaning products are eco-friendly to reduce the release of chemicals into the water.</p>
303-5	Water consumption	<p>At the time of the publication of this report, water consumption data was being reviewed. During the period January - May 2022, 27'744 liters of water were consumed on the Lausanne campus. Data for the second semester of 2022 is not available at the moment. The yearly water consumption in Passugg and Singapore was respectively 8'796 and 6'762 liters.</p>

GRI 305 Emissions

103-1	GRI 305: Emissions 2016	<p>We are eager to do our part to accelerate societal decarbonization. We calculate our carbon footprint since 2019 on the Lausanne campus and since 2021 on Passugg and Singapore campuses.</p> <p>Our climate journey is about to start. The 2022 preparation of the first draft of a Climate Plan for the Lausanne campus (LINK TO REPORT PAGE) set an important milestone in formulating our climate ambition and defining the roadmap to reach our mitigation objectives.</p> <p>In 2019 we committed, to offset the GHG emissions from the construction of our new MinergieP-labeled campus in Lausanne by 2024. In 2022, we offset an additional 4'500 tCO₂e, reaching 85% of the total, as well as the new-campus inauguration event (128tCO₂e).</p> <p>We carefully choose our offsetting projects, which are based exclusively in Switzerland and in Singapore, in a way to ensure value to our climate ambition and to bring a positive impact to our communities.</p>
305-1	Direct (Scope 1) GHG emissions	<p>Scope 1 emissions in 2022: 1'432 t CO₂ eq. (-9% compared to 2021)</p> <p>Base year emissions (2019): 837 t CO₂ eq.</p> <p>Data reported for the 3 campuses.</p> <p>Recalculations, Methodology and Assumptions:</p> <p>During the preparation of this report, energy and water consumption data on the Lausanne campus were under review. The following assumptions have been made for finalizing the calculation:</p> <ul style="list-style-type: none"> - Lausanne - Water consumption: the figure reported represents the water consumption from May 2021 to May 2022. Water consumption related to the use of the new swimming pool is not yet accounted. - Lausanne - Gas consumption: real consumption for the period January - May. The rest of the year is extrapolated from 2021 consumption.
305-2	Energy indirect (Scope 2) GHG emissions	<p>Scope 2 emissions in 2022: 2'685 tCO₂ eq. (+23% compared to 2021)</p> <p>Base year emissions (2019): 1'603 t CO₂ eq.</p> <p>Data reported for the 3 campuses.</p>

305-3	Other indirect (Scope 3) GHG emissions	<p>Scope 3 data is reported for the Lausanne and Singapore campuses only. Data related to the Passugg campus is being collected.</p> <p>Scope 3 emissions in 2022: 6'542 tCO₂ eq. (-45% compared to 2021; +3% compared to 2021 without investments) Base year emissions (2019): 12'897 t CO₂ eq. with investments; 7'419 t CO₂ eq. without investments.</p> <p>Categories 1. Goods and services, 2. Capital goods, 3. Energy purchased, 5. Waste disposal, 6. Business travels, 7. Employee and students commuting, and 8. Leased assets are included. As "investments" is meant the construction of the New Campus in Lausanne.</p> <p>Recalculations, Methodology and Assumptions: Compared to the previous years, we had the opportunity to improve the methodology of the Scope 3 calculation. Here is the list of the improvements:</p> <ul style="list-style-type: none"> - Lausanne - Meat consumption: data for the base year was recalculated as charcuterie was reported as pork meat. This type of product is now reported as "other meat products". - Lausanne - Commuting staff and students: the opening of the new parking in Lausanne allowed us to have precise reporting on the number of vehicles accessing the parking for each group of users. We discovered that our previous estimations of the number of car users were wrong. However, no re-calculation can be done on previous years due to lack of historical data. - Lausanne - Organic waste: in 2022 we removed our organic waste digesting system. As the new solution doesn't imply the use of water in the waste collection phase, the total weight of organic waste visibly dropped. - All campuses - Business trips: according to the travel policy adopted in 2022, and in the absence of more precise information, we consider flight travel as "economy class" when the Great Circle Distance is under 2'500 km. This value is aligned to the recommendations of the European Union which considers medium-haul travels when the distance is among 1'500 and 3'500 km. Travels of more than 2'500 km are considered as "business class" travels. Before the adoption of the travel policy, this threshold was set to 600 km only.
305-4	GHG emissions intensity	Our GHG emissions intensity ratio in 2022 was 2.56 t CO ₂ per person for the Lausanne campus (Scope 1, 2 and 3). The intensity figure's denominator is our total campus population, including students and staff.
305-5	Reduction of GHG emissions	<p>The reduction of GHG emission is being analysed per campus. Historical aggregated values are not available due to the recent implementation of Scope3 calculation on the three campuses.</p> <p>Lausanne - base year 2019 Despite a rise of 20% in the campus population, the carbon footprint of Lausanne's campus decreased 5% from 2019 to 2022, equivalent to 21% of GHG emissions per person. Emissions related to Investments (the construction of the new campus) are excluded from this calculation. The leading category for this decrease is the mobility sector, because of an increased precision of the calculation (see 305-3 for more details). On the other hand, emissions related to energy consumption increased 68%. The new installations should be beneficial to attenuate this increase in the next years.</p> <p>Singapore - base year 2021 GHG emissions in Singapore raised 41% from 2021 to 2022. However, the campus population almost tripled. This led to a decrease of 51% in GHG emissions per person.</p> <p>Passugg - base year 2021 The increase of Passugg GHG emissions (11%) is in line with the increase of its campus population. The GHG emissions per person remained stable.</p>

GRI 306 Effluents & Waste

103-1	GRI 306: Effluents and Waste 2016	<p>With over 4,000 daily visitors to our Lausanne campus alone, we are conscious of the importance of proactive waste management. Currently, only detailed waste data for our Lausanne campus is being captured, where recyclable items are collected on a small waste disposal site. Our Singapore and Passugg campuses are looking into collecting data on their waste generation.</p> <p>In 2022, we tested the use of technological solutions to measure our food waste. The benchmark indicated that the avoidable food waste per guest is 28.64 grams, which is in line with the hospitality education industry median. With the help of a consultancy company, we identified the opportunities to improve our circularity and reduce our production of waste.</p> <p>In the context of the BOSC6 course "Influence and Leadership", students were challenged to find solutions to improve the recycling habits in the school residences. Their work started a specific project on the topic to be carried on in 2023.</p>
306-2	Waste by type and disposal method	<p>Total non-hazardous waste: 475 t</p> <p>Total recycling: 71 t</p> <p>Total composting: 226 t</p> <p>Total recovery: 178 t</p>

GRI 308 Supplier Environmental Assessment

103-1	GRI 308: Supplier Environmental Assessment 2016	Please refer to GRI 204 Procurement Practices
308-1	New suppliers that were screened using environmental criteria	In the frame of the revision of its Purchasing Charter, EHL is willing to integrate additional sustainability criterions when purchasing products and/or services. In that sense, the social and environmental performance of existing and future suppliers will be evaluated thanks to a suppliers questionnaire that is currently under development. Thanks to the new purchasing charter and suppliers questionnaire, EHL will have a better view on the impacts of its purchasing activities.
308-2	Negative environmental impacts in the supply chain and actions taken	<p>In the frame of reviewing its Purchasing Charter, EHL is willing to integrate more sustainability related aspects to be taken into consideration when purchasing products and services. It includes a reflection on evaluating the social and environment performance of its suppliers. A suppliers' questionnaire going in that sense is under development.</p> <p>Currently as no concrete evaluation of EHL suppliers has been carried out it is complicated to identify any potential negative impact. That said, EHL is taking great attention in the selection of its suppliers and partners and follows high-quality standards that should avoid working with suppliers having any major negative environmental impacts.</p> <p>The new purchasing charter as well as the supplier questionnaire will further enhance this selection.</p>

GRI 400: SOCIAL DISCLOSURES

GRI 401 Employment

103-1	GRI 401: Employment 2016	EHL Group employs over 700 people across our various campuses and offices present in different continents. As the number one hospitality school in the world, we strive for recruiting and retaining qualified talents to provide our students with the best possible education and experience on campus. Our staff receives generous paid time off, employee meals, professional development and more. In 2022, EHL became a “certified employer” in the frame of the “Great Place to Work” certification program.
401-1	New employee hires and employee turnover	<p>New employee hires:</p> <p>Under 25: 18.0% (8.3% female, 9.7% male) 25-34: 42.7% (18.9% female, 23.8% male) 35-44: 23.8% (5.8% female, 18.0% male) 45-54: 12.6% (4.4% female, 8.3% male) Over 55: 2.9% (1.0% female, 1.9% male) Data by region is not disclosed due to privacy concerns.</p> <p>Employee turnover:</p> <p>The overall turnover rate in 2022 was 12.1%. Under 25: 5.6% (8.4% female, 0.0% male) 25-34: 18.2% (21.6% female, 14.6% male) 35-44: 11.5% (17.5% female, 7.9% male) 45-54: 8.8% (9.2% female, 8.6% male) Over 55: 3.1% (0.0% female, 5.0% male)</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	No distinctions are made for benefits between these two types of contracts.
401-3	Parental leave and dependent care	No specific data is available for this topic. In Switzerland, EHL allows 116 days of maternity leave, exceeding the legal requirements by two weeks, and 14 days of co-parent leave which can be taken on a flexible basis within six months after the birth of the child. In Switzerland, a paid leave has been introduced in 2021 in the Code of Obligations so that employees can take care of a family member or their partner due to illness or accident. This leave may last a maximum of three days per case and may not exceed ten days in a year.

GRI 403 Occupational Health & Safety

103-1	GRI 403: Occupational Health and Safety 2016	<p>Health and safety are of the utmost importance at EHL. A safe and healthy working and studying environment are at the heart of EHL's considerations.</p> <p>A dedicated Security Team, present on campus is ensuring that staff and students remain safe. The safety management plan in place aims at anticipating, recognizing, evaluating, controlling, and preventing workplace hazards and risks related to safety. Several prevention measures are also in place to raise awareness of potential risks and hazardous behavior including awareness campaigns but also training on, for example, fire hazards and accident prevention.</p> <p>A nursing service is present on campus providing direct health support for students, as well as an osteopath available for sessions.</p> <p>In 2022, with the opening of our new campus in Lausanne, staff and students got access to brand-new sports facilities including indoor swimming, a gym, and a gymnasium as well as various fitness and yoga classes. Additional sports activities will be proposed in 2023.</p> <p>Again this year a Health and Wellness week was organized, proposing a wide array of activities such as back massages, prevention, and healthy behaviors promotion, yoga-laughter sessions etc. A special initiative was also implemented during the summer exam period to reduce students' stress level (operation “cool down”).</p>
403-1	Occupational health and safety management system	<p>Health, safety and security are managed and addressed through various internal directives and regulations all based on legal and specific requirements.</p> <p>All EHL members (staff and student) are covered by the EHL Health & Safety regulations.</p> <p>More information can be found on GRI 403 / 103 - 1</p>

403-3	Occupational health services	<p>All EHL members (staff and student) are covered by the EHL Health & Safety regulations, the security and safety directive addresses specific hazards requiring the evacuation of campus and more specifically:</p> <ul style="list-style-type: none"> - Security department: manages security-related aspects. - Services & Well-being department: supports staff and students by managing access to sports infrastructures and by offering a series of prevention services. - HR department manages aspects such as important health and safety communication and information sharing including potential legal requirements, organisation of dedicated training and prevention initiatives. <p>Additional prevention initiatives are proposed to staff and students:</p> <ul style="list-style-type: none"> - A mandatory workshop on harassment prevention ensured by The Non-Violence Project Foundation; - A trusted person (external from EHL) has been appointed in September 2021 to support employees with issues within the workplace - A policy on management of conflicts, psychological risks and inappropriate behavior in the workplace has been put in place in 2022 to ensure physical and mental health of our employees - Access to the Employee Assistance Program, offered by ICAS, an external and independent company. A hotline is available for staff 24/7 for discussing anonymously both private and work-related issues. Work life balance is addressed via a dedicated home-office policy, external family support service (servicefamille) - A wide range of sports activities are accessible on Lausanne Campus, open to staff and students, including an indoor swimming pool, a gym, fitness and yoga classes etc. - Healthy, vegan and gluten-free meal options are available on campus. - Other mental health and wellbeing services are also proposed on campus or online (mindfulness or meditation sessions, stress management tips etc.)
403-9	Work-related injuries	<p>The percentage of work-related injuries in 2022 was 0.4%. The trend has remained stable over the last 5 years. All injuries are taken into account. The work week corresponds to 42 hours. This figure is multiplied by the number of working weeks.</p> <p>HACCP measures are followed in the kitchens to avoid injury. Two safety ateliers were organized in 2022 in Lausanne and trained nursing staff and first aid responders are available onsite during working hours.</p>
403-10	Work-related ill health	The rate of work-related ill health cases is 2.7%.

GRI 404 Training & Education

103-1	GRI 404: Training and Education 2016	<p>Lifelong learning and offering continuous learning opportunities is vital for any institution. Providing such possibilities enables the staff to further develop their skills and knowledge, advance their careers and be well armed to face the ever-growing challenges the group is undergoing.</p> <p>The educational sector remains can be considered as competitive environment and requires to constantly update your knowledge and knowhow. Same is applicable for the hospitality sector where well-trained and up-to-date professionals are required.</p> <p>Continuous training and career development opportunities are key to ensure good retention rate and also contribute to the staff feeling valued and cared for. EHL has a training policy listing the different training possibilities as well as the eligibility and procedure to follow. In this frame, EHL is participating in training fees and/or allocating a number of workdays for the training.</p>
404-2	Programs for upgrading employee skills and transition assistance programs	In frame of the re-structuring and reorganization of the EHL Group, a new office has been created, the Growth Office, in order to accompany staff in their career journey within EHL and provide career assistance whenever requested or needed. Office will be effective in 2023.
404-3	Percentage of employees receiving regular performance and career development reviews	The performance of each staff member is assessed through a yearly Performance Development Appraisal (PDA). Yearly objectives are discussed and mutually agreed upon between the staff member and their manager.

GRI 405 Diversity & Equal Opportunity

103-1	GRI 405: Diversity and Equal Opportunity 2016	<p>People are at the heart of hospitality and represent EHL's strength in all its activities. Nurturing human interactions to empower and take care of the EHL community is key. Commitment to equity, diversity, and inclusion is part of EHL's mission with the objective of creating the breeding grounds for positive and impactful human interactions. EHL is working towards creating this fertile ground to enable the whole EHL community to feel safe, valued, respected, engaged, and empowered, enforcing a sense of belonging for the entire community. A DEI plan is currently under development to serve as a compass, showing the direction where EHL Group is looking when it comes to taking care of its people. EHL is striving to enable all members to achieve their full potential.</p> <p>EHL is deeply committed to ensuring equitable treatment across our organization, for all and at all levels. A directive regarding psycho-social risks was launched to enforce equal treatment and avoid bullying and harassment situations. Furthermore, EHL has initiated the process of getting the Swiss LGBTIQ+ label and a students LGBTIQ+ Task Force has been created.</p>
405-1	Diversity of governance bodies and employees	<p>After the change in the structure occurred in November 2022, 33% of members of the Executive Leadership Team are women and 67% are men; the average age of Executive Leadership Team members is 51.5 years (median = 52.2). These figures represent a major improvement, as no women were part of the executive committee in 2021.</p> <p>In the extended leadership group, 35% of members are women and 65% are men. Members of this group have an average age of 46.4 years (median = 46.8). Compared to last year, this group is less gender-balanced, mostly because of the promotion of women leaders in the Executive Leadership Group.</p> <p>Overall female and male managers are respectively 47% and 53%, and female and male staff members are respectively 42% and 58%. The average age of managers is 40.4 years (median = 40.3). For staff members, the average is 38.9 years (median 37.2).</p>
405-2	Ratio of basic salary and remuneration of women to men	In 2022, EHL received the Equal Pay label, verifying that there is less than a 5% discrepancy between men and women in similar roles with similar education and backgrounds. This label is the result of an audit of EHL accounts and processes, performed by an independent external company.

GRI 406 Non-discrimination

103-1	GRI 406: Non-discrimination 2016	EHL does not tolerate any form of discrimination, intimidation, bullying or sexual harassment. The existing policy regarding psycho-social risks clearly aims at preventing and managing any form of conflictual situations which may arise in the employment relationship including discrimination. In addition, EHL strives for creating a working and studying environment where every member feels safe, welcomed and is treated in a fair, inclusive and equitable way. The SpeakUp platform and the Mediation council support this objective by providing a space for our members to discuss sensitive issues privately including discrimination situations.
406-1	Incidents of discrimination and corrective actions taken	We do not publicly disclose this information to protect privacy.

GRI 413 Local Communities

103-1	GRI 413: Local Communities 2016	Giving back to the community is one of the four sustainability pillars of the EHL corporate social responsibility strategy. For EHL, giving back to communities is both an institutional responsibility and the individual duty of its members. It is a major aspect of EHL's core values of respect and family. Partnerships with local non-profit organizations allows EHL to have a positive impact on the local community through donations and volunteering. In 2019, we onboarded a new online philanthropic platform called Alaya to enable students and staff to donate time and money to local non-profits. Additional efforts aiming at broader local community engagement are under consideration.
413-1	Operations with local community engagement, impact assessments, and development programs	Community engagement as well its social and environmental impacts are currently not evaluated in a comprehensive and systematic way but it is clearly an objective for EHL to do so in the near future. Engaging with the community and having a positive impact are part of EHL's Sustainability strategy and represent one of the areas where expansion can be exponential. EHL is already involved with the local community and regularly partners with organizations in the neighboring areas (eg. Restaurant L'Union or Fondation Mère Sofia in Lausanne). In addition, we also provide all staff and students access to a volunteering platform offering opportunities to help NGOs and other active associations or foundations and ensure that everyone within EHL can play a role in giving back to the community. The EHL community at large got into action in supporting the various crisis that emerged in 2022.
413-2	Operations with significant actual and potential negative impacts on local communities	At the current stage, no significant negative impacts on local communities have been identified in any of the location of operations. Minor impacts on local communities are addressed ad-hoc.

GRI 414 Supplier Social Assessments

103-1	GRI 414: Supplier Social Assessment 2016	Please refer to GRI 204 Procurement Practices
414-1	New suppliers that were screened using social criteria	In the frame of the revision of its Purchasing Charter, EHL is willing to integrate additional sustainability criteria when purchasing products and/or services. In that sense, the social and environmental performance of existing and future suppliers will be evaluated thanks to a suppliers questionnaire that is currently under development. Thanks to the new purchasing charter and suppliers questionnaire, EHL will have a better view on the impacts of its purchasing activities.

GRI 418 Customer Privacy

103-1	GRI 418: Customer Privacy 2016	Data privacy is an important topic for EHL. Given our global presence, we adhere to several regulatory regimes governing data privacy and security: the Federal Act on Data Protection (Switzerland), the General Data Protection Regulation (European Union) and the Personal Data Protection Act (Singapore). Students are clearly informed about the collection and use of their personal data through our privacy policy that explains how we use and share their personal data as well as their rights. EHL takes appropriate measures to ensure the protection of personal data and avoid that any personal data can be accessed by unauthorized persons. These protocols and procedures are enumerated in internal data security policies and mandatory trainings are provided to relevant personnel. In the event of a data breach, EHL has a defined procedure to deal with it appropriately and in compliance with legal rules.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	EHL Group does not publicly disclose information related to data breaches.



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