

Communication on Engagement UN Global Compact

FROM SEPTEMBER 2019 TO FEBRUARY 2021



1. Statement of Continued Support



With over 40 years of existence, Nova School of Business & Economics (hereafter Nova SBE) continues to strive towards a better future. As sustainable development urgency increases, finding the role that each of us can play is key. The challenge is two-fold. On a personal level, to actively commit to discovering your purpose and voice. Professionally, to inherently question the status quo and your organization and to leverage your career towards creating impact in the world around us. As for Nova SBE, a most challenging academic year did not stop us. We believe change is unstoppable, and so, we can only drive forward.

We will continue to acknowledge our community's talent and purpose to contribute to the Sustainable Development Goals. We will continue to seek to co-create with NGO leaders, philanthropic organizations, governments, corporations, and local communities to address this century's challenges. And we will continue to develop talent from around the world to become leaders for a sustainable future.

Nova SBE has been formally committed to the UN Global Compact and its 10 principles since 2018 with a strong focus on the areas of human rights, labour, environment and anti-corruption. By adopting these guiding principles, we aim to guarantee our own organizational sustainability and inspire our students to be responsible future leaders.

On the one hand, the School is committed to embracing the principles internally in its daily operations and activities. On the other hand, it recognizes the responsibility of passing on these values to the students, either through academic programs or extracurricular activities. It is this multiplying effect that we wish to perpetuate to reach our fullest potential as a catalyst of knowledge and promoter of social change. I am, therefore, proud to reaffirm Nova SBE's continued support to the UN Global Compact and its Principles.

DANIEL TRAÇA
Nova SBE's Dean



Our SDG Journey

We all have a Role to Play

Leveraging on its academic programs, research projects and wide community engagement, Nova SBE aims to provide a blueprint for all individuals and organizations to attain economic development that is both socially inclusive and environmentally sustainable.

Built on the mission to be a community dedicated to the development of talent and knowledge that impacts the world, Nova SBE's Impact Model, to be launched in 2021, embeds the principles and values of sustainability and is aligned with the 17 Sustainable Development Goals (SDGs), as recommended by the UN Global Compact. Nova SBE is also integrating the 10 Principles of Global Compact in its long-term strategy and operations.

By extension, and to formalize its commitment to build the responsible leaders of the future, Nova SBE is among the 800 signatories of Principles for Responsible Management (PRME), and a member of the fourth edition of PRME Champion Cycle.

The School is focused on bringing sustainability to its core, namely through curricula, oriented research, and partnerships that promote dialogue and action. Overall, as a UN Global Compact and PRME member, the School recognizes the relevancy of the SDGs for business and economics schools and employs its capacity to influence future leaders to adopt responsible and sustainable practices, now and in the future.

In 2020, the beginning of the decade of action, Nova SBE embarked on its SDG Journey which points at transversally applying the internationally agreed upon Global Goals across academic programs, research, partnerships and operations. The commitment to the SDGs followed an inside-out strategy, as it was first applied to the School's foundations before being communicated externally. In this sense, SDG-training workshops were delivered to the staff and faculty in the beginning of 2020 with the purpose of cultivating awareness around UN's Agenda 2030 and making sure all internal stakeholders were aligned with it. These workshops will continue to be provided to new Staff.

After acknowledging that the student community was keen on advancing their knowledge about the SDGs, as well as orient their future professional paths towards creating positive impact through surveys delivered during the Discovery Week where students are welcomed to Nova SBE in the beginning of the year, the commitment to embed the SDGs in the academic profile of the School was strengthened. Courses at all educational levels, from Masters, Bachelors, PhD to Executive Education programs, were compared against the SDGs, and respective targets and indicators.

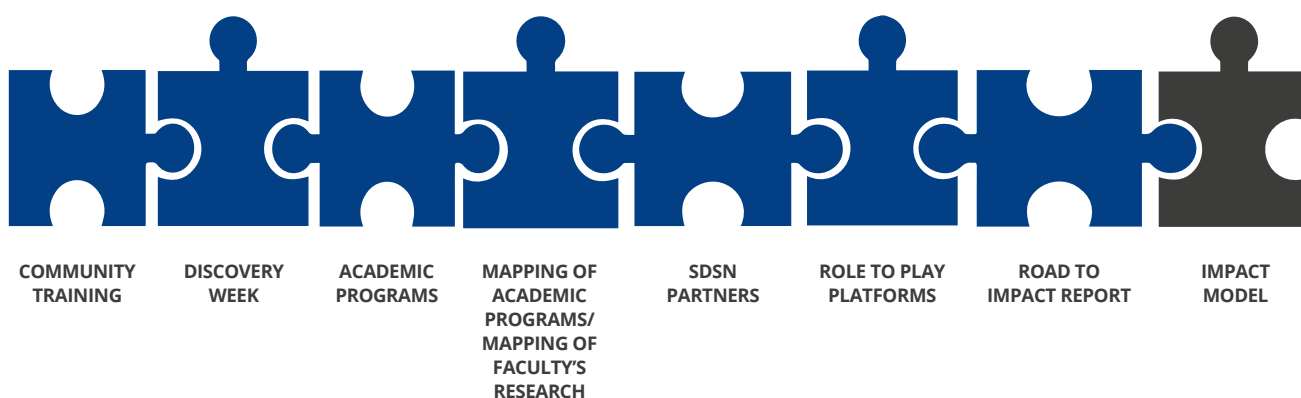
Parallely, research outputs were also assessed to check the extent to which the knowledge disseminated by the School was targeting the SDGs and which of them.

Having built the ground for the SDG Journey, the Role to Play online platform – the School’s window of impact - was created to showcase the community’s contribution to the greatest challenges of humanity through tangible outputs.

This platform aims to democratize access to knowledge and best practices with the underlying motivation to inspire other peers, both at the national and international levels, to do the same and address Agenda 2030 in their activities.

Nova SBE’s 2020 SDGs Journey culminated in the launch of the second edition of Road to Impact Report in 2021, which hallmarks the School’s sustainability progress and formally establishes its definition of impact, adopted from the United Nations Development Group.

This journey is an ongoing work and every year, from now on, the Schools looks forward to showcasing, and deepening, its contribution to the SDGs, and sustaining its alignment with UN Global Compact as blueprint for Nova SBE’s organizational sustainability. In the Nova SBE Road to Impact Report 2019/2020, there is a section dedicated to how the Schools is aligned with these principles, framing this analysis from a more holistic perspective about the School’s impact on society.



In the rest of the Communication of Engagement, we present some of the actions that show our alignment with UN Global Compact’s 10 principles.

2. Description of Actions

Nova SBE is continually developing concrete actions, and implementing objective policies in its operations, that reflect the School's support to the UN Global Compact and its 10 principles. The following section of this Communication on Engagement is organized in four subsections, where each of them presents actions, policies and commitments set by the School regarding the specific dimensions: human rights, labour, environment and anti-corruption.

Being among the nine Schools of NOVA University Lisbon, Nova SBE assumes some of the guidelines, objectives and indicators that are set at the University level. Therefore, Nova SBE abides by the University's regulations, and, by extension, Portuguese law on matters related to human rights, labour and corruption. At the environmental level, Nova SBE has set its own commitments to promote dialogue and action towards being a more responsible School.



HUMAN RIGHTS PRINCIPLES

1. Businesses should support and respect the protection of internationally proclaimed human rights.

2. Businesses should make sure that they are not complicit in human rights abuses.

INCORPORATING HUMAN RIGHTS PRINCIPLES THROUGH POLICIES

Nova SBE has a range of policies in place to respect human rights and to promote diversity and inclusion in its community.

Policies and regulations applied by Nova SBE cover: ethical and non-discriminatory behavior, students' rights and responsibilities, inclusion of students with special educational needs, data protection rights, and others. Current policies include:

- **NOVA University Lisbon Code of Ethics:** Establishes a set of values and standards of conduct that should guide the Institution in the exercise of its activities encompassing teaching and learning, training, scientific research and interaction with society, based on the ethical principles of equity and justice, respect for human dignity, non-discrimination and equal opportunities and personal and professional responsibility, in compliance with the law, UNL statutes and other regulations.
- **NOVA University Lisbon Regulation of Personal Data Protection:** Strengthens the rights of people and gives them control over their own personal data and requires a greater responsibility from organization in the usage of such personal data.

- **NOVA University Lisbon General Regulation for the Protection of Personal Data (GDPR) - Distance Learning and Assessment:** Strengthens the rights for personal data protection in a distance learning and assessment environment.

- **Rights and duties of students in NOVA's code of ethics:** Is set in accordance with the provisions of the Nova University Lisbon Code of Ethics.

- **Regulations for Students with Special Educational Needs:** Respect for the constitutional principle of Equality for all citizens before the law requires that each University adopts measures that contemplate students with disabilities, in order to allow them a true and successful integration, depending on the degree of disability. Physical adaptations are needed in access to facilities, as well as the use of adaptive technologies in the production of teaching materials. Also, adaptations in the teaching and learning and assessment process of students with special educational needs are required to ensure equal opportunities for these students and their inclusion in higher education.

INCORPORATING HUMAN RIGHTS PRINCIPLES THROUGH INITIATIVES AND THOUGHT LEADERSHIP

Nova SBE has developed a set of initiatives that uphold human rights, particularly diversity and inclusion, inside and outside the Campus. These include the following:

- The area of Community Engagement & Sustainable Impact is committed to providing several **volunteering and internship opportunities in civil society organizations** to the student community. This is possible given the School's close partnership with the Municipality of Cascais and Cascais Social Network, a network of more than 100 local civil society organizations. These programs are key in the development of an impact-oriented culture and are an important element of non-formal education that contributes to the development of future leaders, and global citizens, with great respect for human rights. These programs are active throughout the academic year. This connection with the social economy is also visible in the development of pro-bono consulting projects by the student clubs.

- Nova SBE is participating in a scientific project focused on deepening the knowledge about **gender equality in Higher Education institutions in Portugal**. The School will be an object of study and, thus, it is currently gathering quantitative and qualitative information on gender equality at all levels of the School: from Executive Committee, Scientific Community, Students, Staff and other stakeholders of Nova SBE. This information will later be used, and acted upon, in order to promote a more inclusive and equitable community on what concerns gender.

- The **Well-being week** consists of three open days to our community of many activities that cater to our social, physical, and mental well-being organized each academic year.

Nova SBE aimed to help the Nova SBE community to learn more, guide, and sustain good health conditions to lead a well-balanced life by organizing a series of dynamic initiatives and events relating to nutrition, mental health, and meditation sports, and sleep. More than 100 people participated as well as 13 speakers/partners.

- The **Inclusive Community Forum** is a Nova SBE initiative that addresses the lives of people with disabilities to promote a more inclusive community. The initiative intends to build a network of all of those who intervene in the lives of these people, challenging them to play an active role in co-creating solutions that can be applied on-campus and among our corporate partners. This project has several dimensions. In March 2019 and following the design of Inclusive Recruitment Process in 2017 (a market mechanism designed to allow people with disabilities better access to job market opportunities and companies to hire disabled employees through a specialized service), the ICF challenged 24 large Portuguese companies to publicly commit to the inclusion of people with disabilities in their organizations. More about ICF's main milestones can be found [here](#).

• CIP - Confederação Empresarial de Portugal presented the **Promova Project**, in partnership with Nova SBE, which aims to identify and develop female talent with leadership potential. The issue of gender equality in the decision-making bodies of companies, namely those listed on the stock exchange, is on the agenda. With the support of EEA Grants, the Promova Project is part of an executive training program, divided into three modules that aim to train participants with the knowledge and skills that will help them succeed in management and administrative roles, in addition to coaching, cross-mentoring and networking opportunities.

COMMITMENTS FOR 2021

• In 2021, Nova SBE will launch a Diversity & Inclusion Policy. This Policy is currently under consultation by some of the internal key stakeholders and will be approved by the Executive Committee afterwards.

• As an extension of its D&I Policy, the Schools aims to create an Equality, Diversity & Inclusion Committee to ensure the implementation of the Policy.

LABOUR PRINCIPLES

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

4. Businesses should uphold the elimination of all forms of forced and compulsory labour.

5. Businesses should uphold the effective abolition of child labour.

6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

INCORPORATING LABOUR PRINCIPLES THROUGH POLICIES

Full compliance with all principles presented on the matter of labour is guaranteed to all staff and faculty. To legally enforce this, a set of policies is set at the university level, by which Nova SBE abides, and that covers issues such as freedom of association and abolition of child labour to elimination of discrimination on what concerns employment, recruitment and remuneration. Current policies include:

- **Nova University Lisbon Labour Code:** This Code, set by Portuguese Law, encompasses labour-related subjects such as data protection, equality in access to employment and labour conditions, training, child labour prohibition and freedom of association among others.

- **Nova University Lisbon Regulation on careers, recruitment and employment contracts for teachers under the employment contract regime:** This regulation defines the rules relating to the recruitment and employment contracts of teachers on an indefinite and fixed-term employment contract.

- **Nova University Lisbon Regulation of Performance Evaluation and Alteration of the Remuneratory Positioning:** This policy aims to evaluate the performance of Nova University Lisbon teachers in terms of merit and improving its quality.

- **Nova University Lisbon Regulation of Specially Hired Teachers**



COMMITMENTS FOR 2021

- Launch a Diversity & Inclusion Policy and assign a responsible person to ensure best practices.
- Launch a Volunteering Program for the Staff focused on the physical territory.

ENVIRONMENTAL PRINCIPLES

7. Businesses should support a precautionary approach to environmental challenges.

8. Businesses should undertake initiatives to promote greater environmental responsibility.

9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

Nova SBE, as a business and economics school, applies the UN Global Compact Environmental Principles in its internal operations, and across its academic programs and initiatives organized for and by the community.

INCORPORATING ENVIRONMENTAL PRINCIPLES INTO INTERNAL OPERATIONS

Nova SBE's campus was created as an infrastructure to mirror the impact-driven culture of the School. Therefore, environmental values are given great relevance. Below you may find a list of approaches the Schools is taking to sustain its environmental responsibility, and to be a living lab for new environmentally friendly technologies in four main areas: energy, waste, mobility and water.

NOVA SBE IS COMMITTED TO INCREASING ITS ENERGY EFFICIENCY

- 924 solar panels of 270 kW produce 20% of consumed energy on the rooftops to ensure a degree of energy self-sufficiency.
- All newly acquired appliances have an A+ energetic efficiency rating, and the building has an A+ rating.
- Glass structures allow for natural lighting and lower electricity consumption.
- Implementation of system programs, such as efficient and smart meters, as well as usage of energy converters based in a production mix: wind energy, hydric energy, renewable cogeneration, other renewable, urban solid waste, fossil cogeneration, fuel, and coal.
- Favored LED lighting across the building.
- Lighting and air conditioning systems using presence sensors.

NOVA SBE AIMS TO REDUCE ITS WASTE PRODUCTION AND TO CONTRIBUTE TO A CIRCULAR ECONOMY ON CAMPUS

- Recycling program for the main waste streams.
- A Green Guide to lay the foundations for a sustainable way of living at the Campus (it is meant to be a powerful tool to raise awareness amongst the Nova SBE community).
- A-Z Waste Guide listing all the different types of waste produced on Campus, informing about the correct destination of each.
- Composting raw vegetables and fruit from the restaurants on campus.
- Deposit Refund System pilot project in place, helping the Government model this project in Portugal by Jan 1, 2022.

DIFFERENT MOBILITY SOLUTIONS ARE AVAILABLE TO THE NOVA SBE COMMUNITY AS AN ALTERNATIVE TO PRIVATE CARS

- Special public transportation cards for the Nova SBE community offering discounts.
- Partnership with Via Verde under the program Via Verde Boleias which allows students to share their rides to school.

NOVA SBE IS MINIMIZING AND OPTIMIZING ITS WATER CONSUMPTION

- Rainwater cistern to support the irrigation system.
- Holes for capturing water from the soil to prevent infiltrations and use for irrigation.



PROMOTING ENVIRONMENTAL PRINCIPLES THROUGH EDUCATION AND THOUGHT LEADERSHIP

From a more academic perspective, there are several programs in place, undertaking extensive teaching, research and industry collaboration towards environmental responsibility. Nova SBE is increasingly committed to upholding the principles recommended by UN Global Compact and particularly addressing SDGs 7, 12 and 13. Below you may find some of the initiatives that are responding to these priorities of the Agenda 2030.

RESEARCH & PROJECTS

- **Nova SBE Environmental Economics Knowledge Center** is a Knowledge Center at Nova School of Business and Economics for academic and applied research, and policy advice in environmental and natural resources economics. Its mission is to produce high-quality multidisciplinary research by fostering cooperation between economists and environmental scientists. It focuses on applied studies, and on creating knowledge and expertise to assist in decision making in the public and private sectors. Projects focus on a variety of areas such as: resource management, aquaculture, biodiversity conservation, renewable energy and blue economy. More about the projects can be found [here](#).

- The **Gulbenkian's Ocean Initiative** funded an interdisciplinary project joining two research institutions, resulting in the integration of natural sciences (CESAM, at the University of Aveiro) and economics (Nova School of Business & Economics), that studied the economic valuation of marine and coastal ecosystem services on the Portuguese coast (Peniche - Nazaré). The project sought to produce a textbook example of economic valuation of the benefits of marine ecosystems and how it contributes to improving decision-making processes and raising marine environmental awareness.

- Nova SBE received the Minister of Environment and Energy Transition for the launch of the 1st **Compulsory Deposit Pilot Project for beverage packaging in Portugal**. This is in partnership with TOMRA, a well-known Norwegian multinational specializing in recycling solutions that is located both in the Cascais Town Hall and on the Carcavelos campus. Following the European Plastics Strategy, Nova SBE and the Cascais City Council joined TOMRA to carry out the first pilot project for a beverage packaging deposit system in Portugal. The equipment installed on campus will allow the consumer to deposit the packaging waste and receive value for the deposit left there, thus reducing its environmental impact and promoting recycling. With this pilot, Nova SBE intends to contribute to the acquisition of knowledge and testing of alternative solutions that will help implement the mandatory deposit system (which will start in Portugal on January 1, 2022).

PARTNERSHIPS

- Established partnership between Nova SBE and **ANP | WWF Portugal** with the intent to collaborate on five fundamental points: i) development of joint projects, ii) knowledge dissemination on economics, environment, and social impact; iii) training of Nova SBE students on topics related to environment and innovation; iv) engagement of ANP experts and the WWF network at conferences and events promoted by Nova SBE and vice-versa; v) engagement of ANP|WWF in initiatives related with local social organizations.
- Nova SBE upholds the commitment it made when it signed the **Ellen MacArthur Foundation's New Plastics Economic Global Commitment** and continues to have a sustainable community on and off-campus.
- Nova SBE signed an agreement with **APA (Portuguese Environmental Agency)** which includes different initiatives that will support the transition for an integrated Circular Economy on campus.
- Partnerships with **civil society organizations** with an environmental mission are also nurtured by the School and are in active contact with students and student clubs.

RECOGNITION

- Nova SBE is on the path to be awarded with a **Green EcoCampus Flag** from Associação Bandeira Azul Europa (ABAE) and Foundation for Environmental Education (FEE). Before being awarded, the School must perform a diagnosis of its current situation in terms of environmental indicators and act upon that diagnosis to improve its environmental positioning and raise awareness in the community. Activities and projects under development address four core areas: energy, water, waste and outside spaces. These are organized by and for students in order to engage the community and raise awareness around these topics.

SHARING INSIGHTS AND BEST PRACTICES

- Nova SBE launched its **Role to Play online platform** in 2020 – a window of impact showcasing the School's contribution to Agenda 2030 and thought leadership practices with more than 300 outputs posted. An entire section is dedicated to what our community has been researching, studying and experiencing on what concerns environment-related themes. More about these articles, projects and stories can be found [here](#).
- **Raising awareness in the community:** Nova SBE develops regular internal communication to raise awareness on circular economy, recycling and incentivizing pro-environmental behavior on campus.

COMMITMENTS FOR 2021

- The school is committed to zero waste on landfills by 2025.
- Aligned with the Paris Agreement on climate change, and the national and regional commitments to achieving carbon neutrality by 2050, Nova SBE will outline its own **roadmap for carbon neutrality**.
- Nova SBE is promoting **Cascais Smart Pole by Nova SBE**, a living lab that brings together multiple stakeholders in the testing and experimentation of disruptive technological solutions to be implemented at the local, regional and national levels. Nova SBE will constitute a crucial stakeholders of this project by being space of reunion of different stakeholders, bringing together the knowledge and scientific research, promoting entrepreneurship on campus and inspiring future change-makers to uphold environmental principles in their future careers. Nova SBE will also be an important contact point for companies that are searching for new solutions and products to accelerate progress towards carbon neutrality. For this to be possible, different parties, experts in the field, are brought together in a private and public partnership, namely Câmara Municipal de Cascais, Cascais Ambiente, CEiiA, GET2C, Prio Bio, Veolia and ATM Avfallsteknisk Montasje AS which will work collaboratively in bringing these labs to life.
- Nova SBE is committed to promoting **urban sustainable farming** on Campus to improve the School's sustainability, promote more conscious behavior among the community and foster innovation and entrepreneurship. For the School to reach this commitment, it will implement a pilot-project in partnership with Bios Tech, a technological urban farming startup, with the purpose of placing an urban farm on Campus that produces up to 50 plants per day while providing open data to be used for academic research by Nova SBE's Knowledge Centers and students. Parallely, the School will also develop a community vegetable garden in partnership with Cascais Municipality in collaboration with a local NGO that will use the farm as a source of revenue. These two sources of fresh, healthy and sustainable vegetables will be used in the School's restaurants, while the excess is donated to the community and civil society organizations.



ANTICORRUPTION PRINCIPLES

10. Businesses should work against corruption in all its forms, including extortion and bribery.

INCORPORATING ANTICORRUPTION PRINCIPLES THROUGH POLICIES

Nova SBE upholds anti-corruption principles through its Code of Ethics, and other policies, with which the community must comply. Current policies encompassing anticorruption issues include:

- **NOVA University Lisbon Code of Ethics:** Nova SBE, aligned with the concepts of ethics and transparency, upholds the Code of Ethics that must be respected and followed by all the community: staff, faculty, research, students. This summarizes the essential behaviors to guide every actor in contributing to making Nova SBE an ethical, transparent and efficient academic institution.

- **Nova SBE Academic and Professional Knowledge Accreditation Regulation:** The regulation aims to formalize the accreditation process of academic and professional skills to the students.

- **Regulation of Performance Evaluation and Alteration of the Compensation Positioning of Nova SBE Teachers:** The regulation sets the rules for the performance evaluation of teachers, scientific research community, administrative and academic management, university extension, scientific disseminations and service provision and the community.

- **Regulation of Performance Evaluation and Alteration of the Remuneratory Positioning of UNL Researchers.**

- **NOVA University Lisbon Regulation of the International Student Statute:** This Statute defines the conditions for international students entering the study cycles at Nova University Lisbon and the terms under which the application for registration and enrollment must be submitted.

- **Regulation of Tuition Fees and Emoluments of Nova School of Business and Economics (Nova SBE)**

- **Regulation of activities carried out within the scope of contracts and projects:** Regulation about the work carried out by Nova University Lisbon professors under research projects funded by any entities outside the Nova University Lisbon.



COMMITMENTS FOR 2021

- Outline Nova SBE's Materiality Matrix in compliance with the GRI Standards which encompass an anti-corruption dimension.
- Launch Nova SBE's Impact Model sustained by strong ethical values.

3. Measurement of Outcomes

Nova SBE is accountable for its compliance and support to all 10 UN Global Compact Principles. The School publishes, on a yearly basis, its Road to Impact Report including information that reflects, both implicit and explicitly, how the School is aligning its strategy and operations with the SDGs, the principles of UN Global Compact and PRME. In this Communication on Engagement, we showcase some indicators that measure the school's contribution to labor rights, human rights and environmental principles.

STAFF TRAINING AND DEVELOPMENT

At Nova SBE, learning is part of our DNA. We uphold UN Global Compact's Human and Labor rights by striving for our community's continuous growth, development and well-being. Depending on the community's availability, interest and job function, Nova SBE provides different training opportunities for those who would like and need to learn more about specific skills for their job.

The training actions that are part of the training plan can range from internal training, external training, classroom training, e-learning, b-learning, certified training, with an academic degree or professional certification.

NUMBER OF STAFF PER TRAINING COURSE IN 2020

Knowledge and competence at work: 304 staff

- Excel: 114
- English: 48
- Power BI: 1
- Salesforce: 40
- Teams Workshop: 100
- Applied Social Entrepreneurship: 1

Softskills: 49 staff

- Communication: 41
- Portuguese for international staff: 3
- English: 5

Executive Education: 70 staff

- Communication for leaders: 2
- Management Course: 1
- Corporate Finance Program: 1
- Effective Leadership Program: 1
- Leadership for Organizational Agility
- Post-graduation: 11

Inner purpose: 209 staff

- Coaching: 4
- Customer Experience Life Changing: 72
- Data Science for Managers: 4
- SDG Workshops: 102
- Search Inside yourself: 1
- Professional Objectives: 26

Governance procedures: 139 staff

- 139 (SINGAP, public hiring, purchase)

Posture & Health: 254 staff

- Ergonomy in remote work: 61
- Ergonomy on campus: 149
- First aid: 16
- Mental Health: 28

DIVERSITY & INCLUSION

Nova SBE's community is composed of an international body of faculty, students and staff and is focused on four main dimensions of D&I: gender, nationality, generations, and people with disabilities. Our ambition is to reach gender parity across all levels of the School.

NUMBER OF FEMALE STAFF, FACULTY AND STUDENTS IN 2020

The executive committee holds gender parity and Faculty & Research was composed in 40% of women in 2020 (versus 37% in 2019)

- Teaching assistants and graders: 48%
- Researchers: 43%
- Professors: 33%

THE STUDENT COMMUNITY WAS COMPOSED OF 46% OF WOMEN IN 2020 (VERSUS 47% IN 2019)

- Bachelors: 50% (50% in 2019)
- Masters: 43% (45% in 2019)
- Phd: 47% (48% in 2019)
- Executive Education: 54% (46% in 2019)

ALIGNMENT WITH THE SDGS

In order to track the School's contributions to the SDGs, all initiatives, projects, published research articles (including master thesis) and academic courses are aligned with specific SDGs. This is allowing the School to build the first database that accounts for its contributions to the Agenda 2030. In the 2019/2020 Road to Impact Report, all projects, initiatives and articles showcased have a correspondent SDG, as well as those share in the Role to Play Platform.

ENVIRONMENTAL INDICATORS

In what concerns the School's environmental responsibility, Nova SBE presents to the community its key performance indicators on environmental practices on a monthly basis. In the Hovione Atrium's screen, School's data related to food waste, water and energy consumption, and more, is showcased. In this way, we aim to guarantee that our community is aware of our collective effort towards climate action. Aligned with national and international strategies, the School is committed to define its own roadmap to carbon neutrality until 2050.

METRIC	VALUES
Total production from renewable sources (solar panels)	January 2019 – August 2019: 277212 kWh September 2019 - August 2020: 333845 kWh
Total electricity consumption	September 2019 - August 2020: 4,923,199 Kwh
Emissions: Gross direct (scope 1) GHG emissions in metric tons of CO2 equivalent	September 2019 – August 2020: 1,502.27
Total water consumption from all areas in megaliters	September 2019 - August 2020: 24 424 megaliters
Number of units recycled in the Deposit Refund System	September 2019 to September 2020: 7485 cans; 17950 glass bottles and 5460 plastic bottles.
Total fuel consumption from non-renewable sources	September 2019 - August 2020: 177,396 kWh (natural gas consumption)



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