



IPADE
BUSINESS SCHOOL
UNIVERSIDAD PANAMERICANA

COMMUNICATION ON ENGAGEMENT



From: February 2020
To: February 2021



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IPADE Business School
Instituto Panamericano de Alta Dirección de Empresa

Period covered by this Communication on Engagement

From: February 2020

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PART I. STATEMENT OF CONTINUED SUPPORT
BY THE DEAN OR EQUIVALENT

Friday, December 18th, 2020

To our stakeholders:

I am pleased to confirm that IPADE Business School reaffirms its support to the United Nations Global Compact, and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Marcela Angulo Nafarrate
School Secretary



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PART II. DESCRIPTION OF ACTIONS

The work IPADE Business School does is valuable for the business future of Mexico, and other countries where our students and alumni reside. Our mission "to form leaders with global vision, social responsibility and a Christian sense, capable of transforming organizations and society" leads us to make a call to leaders: senior managers and businesspeople, entrepreneurs and academics, whose vocation is focused on transforming the world in a positive way through their work, to face the challenges of this new, uncertain, changing and competitive world.

In this document you will find the progress and scope of our objectives as a business school in relation to the ten principles of the United Nations in the 2019-2020 cycle.

At IPADE, we believe that leadership is useful in terms of its value for the growth of the individual and society. For this reason, through different areas of IPADE, we link our community of participants and graduates to initiatives with social impact.

1. From IPADE's Institutional Development area, we support Colegio Montefalco and Fundación El Peñón, educational institutions located in the state of Morelos in our country, which provide academic and human formation to children and young people in the area. They already have 7,128 graduates and currently have a total of 913 students, 513 from Colegio Montefalco and 400 from El Peñón in different educational levels: primary, secondary and high school.

The community of these students is also benefited because they are given sessions for their personal and professional growth, in May 2020 with the situation presented by the pandemic, the session "Care of income in the context of COVID-19" was given with the objective of promoting a healthy family economy during times of crisis. In addition, in response to the health emergency caused by COVID-19, the IPADE alumni community donated computers to the students of both institutions, so that they could finish the school year remotely.



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2. By providing academic training to our participants, we seek to help them to discover the importance and the competitive advantages of socially responsible companies; that they understand the economic, social and environmental impacts it generates in the environment, by complying with the legislation and carrying out voluntary responsible actions. For this reason, our MBAs include approximately 125 hours in sessions whose main theme is social responsibility, this action has an impact on more than 400 participants and many of them adopt these practices in their companies where it is disseminated. This impact is also reflected in the Senior Management Programs, in which the leaders with the highest positions directly inject these teachings into the structures of their companies, reaching more than 600 participants in this cycle.
3. Also in the academic field, IPADE, since 2014, created different Research Centers with the intention of promoting awareness, interdisciplinary dialogue and the development of knowledge on relevant and fundamental issues of business life and managerial work, such as: social responsibility, human rights, working environments, to mention a few. The following is a brief overview of some of the work carried out by the Research Centers that help support the 10 fundamental principles of the Global Compact.

Research Center for Women in Senior Management (CIMAD), with the support of AT&T Mexico, presented the research: "Decent work in Mexico 2005-2020: Analysis with a gender perspective". It highlights that, between 2005 and 2020, there have been significant advances in the participation of women in the labor market in the country; however, differences in general working conditions exist even today, equal opportunities and treatment in employment between men and women.

This center has managed to influence the business world to the extent that it has achieved alliances such as CIMAD - American Express, CIMAD - Catalyst and launched an online course: How to Become a Successful Leader (Inclusive Leadership Training).

Great Place to Work Mexico invited the Research Center for Women in Senior Management (CIMAD), to participate in the initiative " Building a better reality together", which consists of a series of panels and interviews where recommendations are expressed by experts from different companies regarding the transformation process that companies are carrying out in the face of the health contingency. Its objective is to provide information for the return to work environments.



Research Center for Business Entrepreneurial Initiative (CiiE) and the global organization Ashoka developed a study that offers a vision of the field of action of social entrepreneurs and their proposal to redefine our ways of thinking in order to contribute on solving current real problems.

4. During the confinement period, many IPADE participants, alumni and collaborators have been involved in different social initiatives to aid people. Through the IPADE Social Challenge platform, we joined this effort by gathering all the initiatives and making them known to the business community with the purpose of canalizing and facilitating the connection between needs and resources in order to help the greatest number of people. More than 70 initiatives can be found on the platform, 43 are still active, covering different needs.
5. Other initiatives that were carried out during the confinement for our employees were:
 - For three months, a biweekly grocery was delivered to 125 families.
 - Support classes for employees' children: A group of IPADE professors and administrative staff got together to provide free classes for employees' children during final exams and/or summer.

The measures and actions described in this document are a brief summary of IPADE's good will that has continued over 54 years; IPADE has always sought a change for the good of society; not only in Mexico, but also in its foreign headquarters and with its sister schools. Being one of the objectives, and the heart of the institution, the search for excellence in people for the constant improvement of companies, and, therefore, agrees and supports the global compact and its ten principles.