



**Communication on Engagement (COE) Report for
De Vinci Higher Education
and its Schools
EMLV Business School & ESILV Engineering School**



July 2022





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I. Statement of Commitment

I am delighted to confirm the Devinci Higher Education's renewal of its support for the United Nations Global Compact and its ten principles in the areas of Human Rights, Labor, Environment and Anticorruption. In this Communication on Engagement (COE), you will find a description of our actions in support of the United Nations Global Impact and its principles as well as our support of the United Nations Sustainable Development Goals.

The Association Leonard de Vinci is made up of two schools, EMLV Business School and ESILV Engineering School. The Association is located in Paris-La Défense, Europe's largest purpose-built business district with 500+ companies, of which 15 are in the top 50 of the fortune 500 worldwide.

EMLV's mission is:

Driving innovation in teaching and research to provide a global and responsible mind-set and multidisciplinary skills that address the challenges for sustainable business and digital environments.

ESILV's mission is:

To education students as generalists, of the highest quality, in engineering. In bringing together scientific excellence and technology, the development of multidisciplinary skills and mastery of the issues in sustainability, ESILV educates innovative and responsible actors ready to meet tomorrow's challenges in a global environment.

Both Schools focus on digital environments, internationalization and the acquisition of multidisciplinary competencies.

Through joint programming, research and common modules/other activities (associations, clubs and sports), management students and faculty intermingle daily with their colleagues in engineering as well as with those at the internet/multimedia school, IIM, with whom EMLV and ESILV share the campus.

The Association and its Schools are dedicated to providing programs to ensure a just and sustainable society. The Association works closely with its broader stakeholders to assessing and continuously improve its efforts to prepare responsible leaders in sustainability, corporate responsibility and justice in a multicultural and ever-changing world. The Association's adherence to the United Nations Global Compact and its principles recognizes the work we have done and hope to do.

In sharing our values and knowledge with our students, we hope they will become drivers of change in our society. Thanks to faculty and support staff, as well as all our external stakeholders, we believe our programs cultivate and develop student environmental and societal conscience, ensuring they respect one another, others and the environment, while inspiring those around them to do so as well.



Sébastien TRAN, Director General,

Devinci Higher Education, Paris La Défense

II. Introduction

The Léonard de Vinci Association

Constructed in 1995, the physical campus, known as De Vinci Higher Education, is located at La Défense Paris, Europe’s largest purpose-built business district. The campus, in turn, is home to two legal entities:

- ✚ the Léonard de Vinci Association (hereinafter “the Association”)
- ✚ the Léonard de Vinci Institute.

EMLV Business School is one of two schools within the Association, the other being its sister engineering school ESILV. While not subject to this COE, the Léonard de Vinci Institute has one school, IIM Internet and Multimedia Institute.

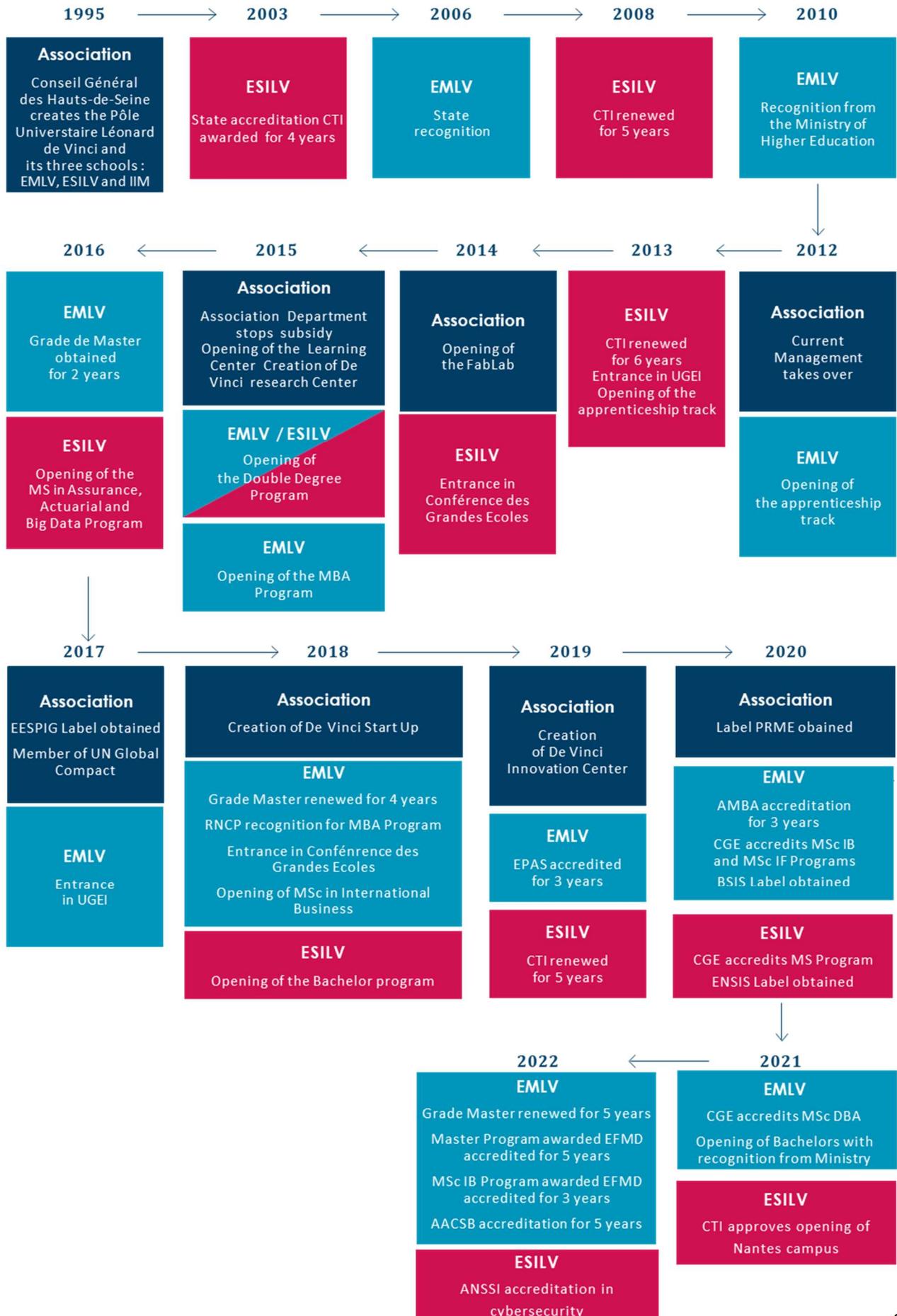


De Vinci Higher Education is located at La Défense Paris, Europe’s largest purpose-built business district. De Vinci Higher Education’s location at La Défense on a campus defines its unique position within innovation and the digital business environment regionally, nationally and internationally. Engineering, management and internet/multimedia students and faculty intermingle daily through joint programming, common modules, extracurricular activities, and research projects on a site of 564 hectares with 500+ companies, 180,000+ employees, 45,000+ students and more than 10 000 m² of co-working space.¹

Both EMLV and ESILV have received accreditation from the Ministry for Higher Education, Research and Innovation, are members of the Conference des Grandes Ecoles (CGE), which has also granted the Schools accreditation for their MSc and MS program, and adhere to the Union of Independent Schools (UGEI). EMLV has also received accreditation from AACSB, AMBA and EFMD; ESILV is also a member of CDEFI.

The following timeline encompasses the majors events of both the Association and its Schools since its inception:

¹ <https://development.parisladefense.com/key-figures.html>.



International Accreditation and Recognition

The pursuit, and obtaining, of international accreditations / labels recognize the Association’s commitment to supporting UN Global Compact Principles through its programs, research and actions. They include the following:



III. General Statement on Supporting the UN Global Compact and its Principles

The Association and its Schools aim to prepare students to be actors for positive and responsible change, both within business and society as a whole, through the diverse positions they will hold as working professionals and active members of society. Through their classwork, academic projects and teamwork, be it on campus, in a company as an intern or abroad at a partner institution, the Association and its Schools encourage students to take on responsibility, so they have an impact on all stakeholders, external and internal, in the organizations where they find themselves. This impact includes the promotion of human rights, the rights to free association, the struggle to eliminate discrimination, the protection of the environment and the fight against corruption.

- ✚ All students must participate in conferences, classes and workshops dealing with human rights, openness to others, ethics, responsible management, sustainability, the consequences of corruption and other related topics.
- ✚ Students are encouraged to act and contribute positively to society as a whole through required and concrete projects and role-playing that address human rights, tolerance, ethics, responsible management, sustainability and other related topics
- ✚ All student hackathons, a weeklong group project, which the Career Center, Soft Skills and Sustainability Department organizes for a students, must address sustainability issues
- ✚ EMLV Business School requires all students in its Integrated Master in Management Program to do an internship in a humanitarian organization (students have worked in organizations dealing with handicap access, pedagogical assistance, the elderly, humanitarian, foreign language acquisition, etc., in organization such as the Red Cross, Special Olympics, local school associations, etc.)

Communication of the Institution's Values

External Communication

The primary channel through which the Association shares the above values with its community is through communication and stakeholder involvement. The Schools widely disseminated their missions on-campus (open spaces, classrooms, faculty / administrative offices, etc.) and externally (promotional/marketing supports, paper, digital, websites, self-studies sent to public and private accreditation bodies, etc.). The missions encompass the Schools' values and identify the distinguishing characteristics that drive their strategies and resulting outcomes.

Outside stakeholders sit on the following bodies that deal with the Association's values and their evolution:

Structure	External Stakeholders	Role
Board of Directors	Academic Partners, Alumni, Corporate Partners and Social Partners	Validation of strategy and budget
Corporate Advisory Board	Corporate Partners	Provides feedback from business leaders and monitoring of current and future needs
Scientific Council	Academic Partners	Monitoring current and future scientific / technical developments
Strategic Advisory Board (EMLV Business School only)	External Academics, Alumni and Corporate Partners	Orientation on current and future strategy

The Career Center, Soft Skills and Sustainability Department also organizes on-campus events around UN Global Compact related topics, and the Communications Department frequently invites the Association's partners/stake-holders, and in some cases the general public, to such events.

The Director for Soft Skills, Career Center and Sustainability, Laure Bertrand, is a member of the PRME France and Benelux Chapter and participates in the annual Global Forum.

Internal Communication

Internal stakeholders sit on the following bodies that deal with the Association's values and their evolution:

Structure	Internal Stakeholders	Role
COMEX (Executive Committee)	President, Vice President, General Secretary, Deans for both Schools, Director for Finance and Director for Communications and Marketing, Director for Development	Responsible for mission and strategic planning
CODIR (Management Committee)	COMEX and all administrative and academic heads	Responsible for mission, strategic planning and implementation of strategic actions
Research Center	School Deans for Research and publishing faculty members	Defines research clusters and orientations
Curriculum Committee for each school	Program Directors, Heads of Majors and Dean for Accreditation / Quality with <i>ad hoc</i> attendance from faculty members	Define student learning outcomes and assess program content / delivery
Faculty Committees	Faculty members	Through committees, working groups and/or individually, participate in developing mission, strategic plan, program objectives and student outcomes



Pedagogy focused on UN Global Compact Principles

The Career Center, Soft Skills and Sustainability Department² integrates UN Global Compact topics in many of its activities through individual modules, conferences, Hackathons, etc. Students work together to learn that the challenges in tolerance, openness to others, inclusion, social engagement, sustainability, ethics, corporate social responsibility, responsible management/consumption and related topics involve a systematic diagnosis in an inter-disciplinary environment, be it academic, professional or society at large. These modules, which are obligatory, constitute over 20% of the student-learning experience in the Schools’ main programs, an Integrated Masters and in the Bachelor Programs; in graduate programs, such as the MSc, MS and MBA Programs, over 10% of the modules cover soft skills and transverse pedagogy.

All programs have student outcomes that target ethics, social responsibility and sustainability. Consequently, all program include specific modules on ethics, social responsibility and sustainability. Discipline-based modules also address these issues, such as such as *Marketing and Corporate Social Responsibility, Finance and Corporate Social Responsibility, Human Resources and Corporate Social Responsibility, etc.*

ESILV Engineering School offers a major in Energy and Sustainable Cities.

Student projects also address UN Global Compact PRME-related topics, such as diversity and the handicap.

Research

The Association’s research center, known as the De Vinci Research Center, encourages interdisciplinary research projects through four clusters. While the business research cluster consists primarily of management faculty and the modelling research cluster exclusively engineering faculty, both the digital and finance research clusters foster interdisciplinary research between the two Schools.

Business Group	
Digital Group	
Finance Group	
Modelling Group	

Although the De Vinci Research Center does not have a specific cluster dedicated solely to UN Global Compact related issues, faculty at both School address these topics, which the Devinci Research Center tracks annually. An example of tracking over the last three years in the areas of ethics, corporate social responsibility and sustainability is as follows:

² Professor Laure Bertrand heads the Career Center, Soft Skills and Sustainability Department. Professor Bertrand doctoral thesis, Corporate Social Reasonability and Sustainable Development: Employee Representatives in a Multinational Conglomerate. An International Study: France, Mexico and Poland (title in French: *Responsabilité Sociale de l’Entreprise et Développement Durable: les représentations sociales des salariés d’une multinationale. Une étude internationale : France, Mexique, Pologne*).

Publications in Ethics, CSR and Sustainability Over Last Three Years

2022 (on-going)

- F. Shuwaikh** and E. Dubocage (2022). Access to the Corporate Investors' Complementary Resources: A Leverage for Innovation in Biotech Venture Capital-Backed Companies, *Technological Forecasting And Social Change*, 175, 121374
- E. Chatzopoulou and **K. Navazhylava** (2022). Ethnic brand identity work: Responding to authenticity tensions through celebrity endorsement in brand digital self-presentation, *Journal Of Business Research*, 142, 974-987
- I. El Ouadghiri** and M. Benlemlih and C. Assaf (2022). Do political and social factors affect carbon emissions? Evidence from international data, *Applied Economics* (accepted)
- I. El Ouadghiri** and E. Erragragui and J. Jaballah and J. Peillex (2022). Institutional investor attention and stock market volatility and liquidity: international evidence, *Applied Economics*, 1-16
- I. El Ouadghiri** and M. Gomes and J. Peillex and G. Pijourlet (2022). Investor Attention to Fossil Fuel Divestment Movement and Stock Returns, *Energy Journal*, 43, 6
- J. Hobeika and **I. Khelladi** and M. Orhan (2022). Analyzing the CSR perception from customer relationship quality perspective. An application to the retail banking sector, *Corporate Social Responsibility And Environmental Management*, online
- A.Lim and **S. Pope** (2022). What drives companies to do good? A “universal” ordering of corporate social responsibility motivations, *Corporate Social Responsibility And Environmental Management*, 29, 1, 233-255
- E. Brahem and F. Depoers and **F. Lakhali** (2022). Corporate social responsibility and earnings quality in family firms, *Journal of Applied Accounting Research*, online
- V. Scuotto** and D. Magni and T. Theofilos and M. Del Giudice (2022). Chief Digital Officer and Organizational Creativity Toward Digitalization, *Ieee Transactions On Engineering Management*, 1, 1-12, 10.1109/TEM.2022.3153395
- V. Scuotto** and S. Leloarne and D. Magni and A. Maalaoui (2022). Extending knowledge-based view: Future trends of corporate social entrepreneurship to fight the gig economy challenges, *Journal Of Business Research*, 139, 1111-1112

2021

- S. Pope** and J. Kim (2021). Where, When, Who: Corporate Social Responsibility and Brand Value, A Global Panel Study, *Business & Society*, online
- D. Prud'homme** and T. Tong and N. Han (2021). A stakeholder-based view of the evolution of intellectual property institutions, *Journal Of International Business Studies*, 52, 773-802
- A. Ozkes** and R. Sanver (2021). Anonymous, neutral, and resolute social choice revisited, *Social Choice And Welfare*, 57, 97-113
- J. Peillex** and S. Boubaker and B. Comyns (2021). Does it pay to invest in Japanese Women? Evidence from the MSCI Japan empowering women index, *Journal Of Business Ethics*, 170, 595-613
- V. Scuotto** and D. Magni and A. Pizzi and M. Del Giudice (2021). Employees, acceptance of wearable devices : Towards a predictive model, *Technological Forecasting And Social Change*, 172, 121022
- S. Vessal Rezaee and J. Partouche and **V. Scuotto** and A. Maalaoui (2021). Overcoming stressful life events at do-it-yourself (DIY) laboratories. A new trailblazing career for disadvantaged entrepreneurs, *Technological Forecasting And Social Change*, 164, 120506
- F. Khatami and **V. Scuotto** and N. Krueger and V. Cantino (2021). The influence of the entrepreneurial ecosystem model on sustainable innovation from a macro-level lens, *International Entrepreneurship And Management Journal*, online
- S. Castellano and **I. Khelladi** and R. Sorio and M. Orhan and D. Kalisz (2021). Exploring the microfoundations of nomadic dynamic capabilities: The example of Flying Winemakers, *Technological Forecasting And Social Change*, 163, 120445
- F. Lakhali** and F. Depoers and E. Brahem (2021). Family control and corporate social responsibility: The moderating effect of the board of directors, *Management International*, 25, 2, 218 - 238
- T. Tran** and **N. Papparoidamis** (2021). Taking a closer look: reasserting the role of self-accountability in ethical consumption, *Journal Of Business Research*, 126, 542-555
- I. El Ouadghiri** and K. Guesmi and J. Peillex and A. Ziegler (2021). Public attention to environmental issues and stock market returns, *Ecological Economics*, 180, 106836

2020

Tran, H. and **Paparoidamis N.** (2020) Taking a closer look: reasserting the role of self-accountability in ethical consumption, *Journal of Business Research*

Peillex, J., B. Comyns, B. and Boubaker, S., (2020) Does it pay to invest in Japanese Women? Evidence from the MSCI Japan empowering women index *Journal of Business Ethics*

Peillex, J., and Comyns, B., Pourquoi les Sociétés Financières Décident-elles d'Adopter les Principes pour l'Investissement Responsable ?, *Comptabilité Contrôle Audit*, v. 26, issue 1, P. 79-117

Fabozzi, F and **Focardi, S.**, Climate Change and Asset Management, *Journal of Portfolio Management*, v. 46, issue 3, p. 95-107

Lim, A., and **Pope, S.**, Three Types of Organizational Boundary Spanning: Predicting CSR Policy Extensiveness Among Global Consumer Products Companies, *Business Ethics: A European Review*, v. 29, issue 3, p. 451 - 470

Nivet, B., and Belhoste, N., Les Entreprises et la Guerre, vers la Responsabilité Géopolitique des entreprises ?, *Revue Internationale et Stratégique*, v. 111, issue 3, p. 16-25

The Association's Schools are also involved in a number of research chairs, consortiums and projects, with one dealing directly with employability and inclusion (see chair highlighted in bold below):

- ✚ Cooperation Agreement signed in July 2021 with the University of Versailles Saint-Quentin-en-Yvelines (UVSQ), covering a wide spectrum of collaboration with the LAREQUOI research laboratory. The collaboration concerns the financing by EMLV and the joint supervision of PhD candidates, participation in seminars, organization of joint research events, etc.
- ✚ Creation of a "Networks and Innovation" Chair with UVSQ and LAREQUOI (signature of the convention in October 2021) for developing joint research projects.
- ✚ Kwanko Chair, Digital footprints, 180 K€, Kwanko, Paris - Ile de France (strengthen the predictive power of purchasing/advertising impact models through external data, particularly from social networks and community sites)
- ✚ LegalCluster Chair, Platform development, 225 K€, Paris (create an intelligent research engine for the legal community)
- ✚ LUCID, The 4.0 industry/Artificial Intelligence, 240 K€ (Spring Technologies, Montreuil – Ile de France)
- ✚ MoneyTrack Consortium (recruitment of post doctorates for project securitization of consumer on-line payments)
- ✚ Truffle Capital Chair, Money Track, Validation and optimization of Blockchain algorithms, 200 K€, Paris/Ile de France
- ✚ OPTDYNUM – OPTimisation DYNamique NUmérique and SINUSY Simulations NUmériques des SYstèmes, with Altair
- ✚ PCU Chair, Data Merge Improvement and Recommendations/Artificial Intelligence, 160 K€ (SMILE, Electronic commerce, Asnières-sur-Seine – Hauts-de-Seine)
- ✚ Research Project *Stress Linked to Using Technology at Work during Covid-19* (with ICN Business School and University of Lancaster)
- ✚ **Chair on Soft Skills and Employability, three years with a consortium of five well-known corporate partners**

Faculty at ESILV Business School have also been involved in several corporate research projects over the last three years:

- ✚ ADAMme, Supercalculators
- ✚ LUCID, The 4.0 industry with Spring Technologies, Artificial Intelligence (Montreuil – Ile de France)
- ✚ PCU, Electronic commerce and Artificial Intelligence with SMILE, Data Merge Improvement and Recommendations (Asnières-sur-Seine – Hauts-de-Seine)
- ✚ MoneyTrack, Blockchain and Electronic Payments with Truffle Capital, Validation and optimization of Blockchain algorithms (Paris – Ile de France)

The Association offers an annual award for teaching sustainability that includes a recognition ceremony and a 3 000 € prize. Two additional prizes recognize pedagogical innovation and transversality (for nonacademic / support teams).

Environment: Building a New Campus

The Association is building a new green campus of 18 000 m² with a scheduled opening in 2025. The building will be “high energy performance”, incorporating bioclimatic devices that limit consumption (access to natural light, management of summer comfort of student-learning spaces through natural ventilation etc.). This project will respond to a global environmental performance with the most advanced standards: BDF certification process (Sustainable Buildings in Paris) and level E3C1 of the state label E + C (buildings with positive energy and reduced carbon). For more information, please see the following link: [Pôle Léonard de Vinci : un nouveau campus vert à l’horizon 2025 pour poursuivre la dynamique fondée sur les nouvelles pédagogies, l’hybridation des compétences et la transversalité - Pôle Léonard de Vinci](#)

IV. Human Rights

Principle 1: Support and respect the protection of internationally proclaimed human rights.

Evaluation, Policy and Objectives

In 1789, France issued a Declaration on Human Rights and Citizenship, in 1948, France recognized the Universal Declaration of Human Rights and the preamble of the French Constitution (1958) enshrines the protection of human rights. France has also signed the European Convention on Human Rights (1960) and the Charter of Fundamental Rights of the European Union (2000). All these international law instruments take precedence on national legislation.

In addition to instructing students on the international and national framework governing human rights, the Association and its Schools attract faculty and students from all over the world. This multicultural diversity provides a safe space where faculty and students have the opportunity to express their opinions and work together in mutual respect despite their different cultural backgrounds and experiences.

Implementation

The Association organizes events around Women’s Day, AIDS Awareness Day and LGBTQIA+ Day to sensitize students, faculty and staff around the challenges these populations face in society today.

Both the Management and Engineering Schools provide modules to raise student awareness of human rights, particularly in relation to complex global supply chains. Student projects also cover human rights.

Both EMLV Business School and ESILV Engineering School require students to spend time abroad, either through a study-period, an internship or both. These experiences increase student awareness around cultural differences and tolerance.

Each year, the Office for International Development organizes an *International Week* during which faculty from all over the world share their culture with faculty and students from the Association and its Schools.

The student association ADA works with the homeless and disenfranchised. One of their many activities includes distributing left-over food from the various restaurants on campus to the needy.

Results

Among nonacademic support staff, over 10% have a foreign nationality. For academic staff, the percentages are much higher: Almost 2/3 of EMLV Business School faculty are international while over a 1/3 are at ESILV Engineering School.

15% the students in EMLV Business School main program, an Integrated Master in Management, are international while slightly less in the Integrated Master in Engineering at ESILV Engineering School. At both Schools, international students represent a majority in the postgraduate programs, such as the MBA, Master’s of Science or Specialized Master’s.



All students must go abroad. For incoming exchange students, EMLV Business received nearly 100 and ESILV Engineering School less than 50.

The Association opened an offshore “campus” with Dorset College in Dublin, Ireland. Each academic year, several hundred students spend at least one semester on the Dublin campus, and a handful of faculty members teach there.

Principle 2: Make sure not complicit in human rights abuses.

Evaluation, Policy and Objectives

France has recognized and reinforced women’s, rights, LGBTQIA+ rights, rights of people with disabilities, among many others for many decades. Human rights organizations, such as Amnesty International, Human Rights Watch SOS Racism and others, has long been present in France with a significantly following.

Implementation

Faculty, staff and students are free, and do, join numerous NGOs working to fight human rights abuses and many contribute financially. Examples include Amnesty International, Lawyers Without Borders, Le Refuge, SOS Racism, etc. The Association does not, however, track the involvement of faculty, staff and students in these organizations.

Every year, students choose to do their internship in the following NGOs: Emmaüs Défi (helping the disenfranchised), Red Cross, Restos du Coeur (providing meals to the homeless), Secours Populaire (helping the disenfranchised), and similar organizations.

Results

Each year, students in their second year in EMLV Business School’s Integrated Master in Management Program must do an internship in a humanitarian organization. Nearly all the internships focus on human rights.

Since 2020, the Association and the Institute have a disability officer on campus.

During the academic Year 2021/2022, the Career Center, Soft Skills and Sustainability Department obtained a chain on Inclusion, and students created an association S.A.F.E that focuses on gender equality, fights against sexism and implements actions against sexist/sexual violence against women and children.

V. Labor

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining.

Evaluation, Policy and Objectives

The preamble to the French Constitution (1958) guarantees freedom of association as do numerous legislations starting in 1901 with the latest being in 2018.

France has protected collective bargaining for many years, with major changes taking place in 2007, 2008, 2013, 2016 and most recently in 2017 with the so-called *Macron Ordonnances*.

Article is L 122-45 of the Labor Code protects employees from discrimination in any trade-union, mutualist activities or normal exercise of the right to strike.

The Association has four collective bargaining agreements covering the following areas:

- ✚ General
- ✚ Vacation and Work Time
- ✚ Working Remotely
- ✚ Right to Unionize

Implementation

Among some the benefits under the collective bargaining agreements are:

- ✚ **Profit sharing and Subsidized Meals:** The Association has a profit-sharing plan for all collaborators and subsidizes meals in all the restaurants on campus.
- ✚ **Reimbursement for Using Public Transport:** The Association reimburses 75% of the cost of public transport.
- ✚ **Retirement:** The Association allows collaborators as of 60 to reduce their work time. The Association also contributes “points” to a retirement plan.
- ✚ **Sickness and Work-Related Accidents:** The Association pays all its collaborators their full salary as of the first sick day and 80% after three months. The Association guarantees the collaborator’s position for up to 12 consecutive months. The Association also provides complementary health care coverage.
- ✚ **Support for Families with Children:** The Association provides a salary supplement for all collaborators earning under 40 000 € with children.
- ✚ **Vacation Time, Paternity Leave and Other Absences:** Depending on their contract, all collaborators have between 35 and 40 days of vacation time. All collaborators have access to a *Compte d’épargne du temps* in which they may defer their unused annual vacation time (limited to 60 days).
- ✚ In addition, the Association adds five additional days for marriage/civil unions, three days birth/adoption of an infant in addition to maternity/paternity leave, five days for the death of a family member, one day to move, among other provisions.
- ✚ **Well-Being:** While not part of the collective bargaining agreements, the Association provides all collaborators with training on stress management, managing a team, foreign language instruction, etc. Human Resources also organizes events such as:
 - Day-for-Well-Being in the Workplace (seminars / classes in yoga, stress management, work-balance life, parenting for working parents, managing virtually, developing one’s listening skills, emotional intelligence, etc.)
 - Children’s Day (collaborators come to work with their children to participate in various activities),
 - Receptions at the beginning and end of each academic year
 - End of the Academic Year Reception
 - Galette des rois (annual event to celebrate Epiphany with Roman origins / sharing of a special cake with a bean hidden inside)
- ✚ **Working Remotely:** Provided the position allows, each collaborator has a right to work remotely 60 days each year. The collective bargaining agreements also recognize the right to disconnection.

Results

Those employees benefitting from the Association’s continuing education / professional development seminars were 198 in 2021 for a total of 1 573 hours, nearly the double from the prior year.

The number of employees benefitting from the Association’s profit-sharing plan reached 750 participants in 2021, steadily increasing over 10% over the past three years.

The number of absences with the Association and its Schools increased due to the pandemic.

Principle 4: Support the elimination of all forms of forced and compulsory labor.

Evaluation, Policy and Objectives

IN 1969, France signed the 1957 Abolition of Forced Labor Convention. Well before its signature, France had outlawed forced / Compulsory labor with its signing of the Forced Labor Convention in 1937.

Implementation

Faculty, staff and students are free, and do, join those NGOs and other organizations working to fight against forced / compulsory labor.

Results

The Association does not track the involvement of faculty, staff and students in the above organizations.

Principle 5: Support the effective abolition of child labor

Evaluation, Policy and Objectives

Since 1841, France has enacted various laws to abolish child labor with the most recent in 2001 with the signing of the Worst Form of Child Labor Convention in 2001.

Requiring children to attend school put an effective end to child labor; as of 2019, French child must begin school as of the age of three and up to the age of sixteen. Before the reform, children had to begin schooling at six, although well over 90% started well before.

Implementation

Faculty, staff and students are free, and do, join those NGOs, such as Defense for Children, and other organizations working to fight against child labor.

Results

The Association does not track the involvement of faculty, staff and students in the above organizations.

Principle 6: Support the elimination of discrimination in respect of employment and occupation

Evaluation, Policy and Objectives

Nondiscrimination appears in the French Constitution (1958) and is a core aspect of French labor law. The main article is L 122-45:

No one can be excluded from a procedure of recruitment or from access to a training course or a period of training in a company, no employee can be sanctioned, dismissed or be the subject of a discriminatory, direct or indirect measure, in particular as regards to remuneration, ... to profit-sharing or distribution of actions, to training, reclassification, assignment, qualification, classification, professional promotion, change or renewal of contract because of its origin, its sex, its manners, its sexual orientation, its age, its family circumstances or pregnancy, its genetic characteristic, its belonging or not, true or supposed, to an ethnic group, a nation or a race, its political opinions, ... , its religious convictions, its physical appearance, or because of its handicap or health.

Not only does the Association and its Schools endorse, apply and fully comply with the above law, they go beyond in an effort to reach gender parity and in hiring of minorities.

The Association guarantees the freedom of research and teaching. Faculty can freely disseminate and exchange scientific opinions and are free with regard to research methodology and the evaluation of research results.

Also professional development and life-long learning to enable staff and faculty to progress and remain competent and current in their area of expertise.

For student admissions, the Schools are also sensitive to gender parity and creating a cohort that reflects the diversity of French society and the world today. The policy includes admission of all qualified students regardless of their socio-economic background.

The Charter governing student associations and clubs has a clause prohibiting discrimination.

Implementation

Human Resources follows a number of indicators, such as:

-  Demographics (age, seniority, gender, etc.)
-  Gender parity
-  Hours worked (full/part time, traditional /remotely, by category, etc.)
-  Participation in seminars / workshops, which the Association offers, on professional/personal development with the Association,
-  Salaries/bonuses,
-  Sick time

Admissions tracks student gender as well as age, among other information and awards scholarships based upon need.

Both Schools are members of ARCES (network for managers and engineers in communication) and ANDRH (network for those in the field of human resources), which deal with discrimination and other HR issues.

ESILV is an active member of *Elles Bougent*, an association to encourage women to choose engineering studies.

All classrooms, lecture halls, the De Vinci Teaching Lab, faculty/administrative offices, gyms and restaurants are accessible for those with physical disabilities.

Results

Parity and International Diversity on Governing			
Entity		% of Women	% of Non-French
Association	Board of Directors	37%	0%
	Scientific Council	14%	43%
	Executive Committee	29%	0%
	Management Committee	46%	9%
	Support Staff	48%	10%
EMLV	Strategic Advisory Committee	25%	0%
	Corporate Advisory Committee	42%	5%
	Full-Time Faculty	47%	62%
	Adjunct Faculty	32%	19%
	Support Staff	62%	0%
ESILV	Corporate Advisory Committee	42%	0%
	Full-Time Faculty	41%	28%
	Adjunct Faculty	22%	17%
	Support Staff	53%	0%

The number of collaborators, academic and nonacademic, declaring a handicap has hovered around 2% over the last three years. The Association has worked with several local groups to increase employment of the handicap with some success.

Over the last three years, the number of students declaring a handicap for both EMLV Business School and ESILV Engineering School represents less than 1% of the entire student population.

The percentage of student scholarships awarded over the last three years is as follows:

Percentage of Students Receiving a Scholarship Over Last Three Academic Years			
	2019/2020	2020/2021	2021/2022
EMLV	22%	17%	15%
ESILV	17%	18%	23%

VI. Environment

The Association and its Schools support a precautionary approach to environmental challenges (Principle 7) through programs, extracurricular activities and research that promote greater environmental responsibility (Principle 8). Hence this COE treats Principles Seven and Eight together.



Principle 7: Support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Evaluation, Policy and Objectives

All programs include activities addressing sustainability, and faculty address sustainability in their research activities.

Implementation

In 2020, the Association's Schools modified their Mission Statements to explicitly include ethics, social responsibility and sustainability.

In 2020, EMLV Business School hired a full-time faculty member whose sole responsibility is in the area of ethics, corporate social responsibility and sustainability. This faculty member, with the Head of the Career Center, Soft Skills and Sustainability Department, has organized faculty seminars for both School to enhance student-learning in all modules regarding sustainability.

In 2022, the Career Center, Soft Skills and Sustainability Department hired a full-time faculty member to pursue its activities in sustainability.

All programs have students outcomes addressing sustainability as well as ethics and social responsibility.

All students must take modules offered in the Career Center, Soft Skills and Sustainability Department, and all hackathons must address sustainability issues.

All first-year students must participate in an interactive week-long workshop, which the group La Fresque du Climat, an association that works to raise consciousness around climate change, facilitates. The goal is for all students to understand climate change, its causes and its consequences and involves more than 1 200 first-year students.

At the end of 2019, the Association hired AC3L Consulting to conduct an audit to implement a sustainability strategy in Schools and on campus. The study mapped both internal and external stakeholder engagement and interest in sustainability. AC3L will be submitting its recommendations for the Association to use to develop a comprehensive dialogue with all stakeholders, external and internal, on sustainability, corporate social responsibility, responsible management, ethics and other UN Global Compact related themes.

All students, regardless of the program, must sign the School's Internal Rules and Regulations, which covers respect of the environment.

The Association and its Schools are active members in the following networks:

-  **C3D:** A college of Directors for Sustainability in over 150 French companies. The group's goal is to raise conscious of responsible management within the company.
-  **CGE:** The Conférence des Grandes Ecoles brings together both engineering and management schools following the French tradition of Grandes Ecoles. The Conference has a working group on Sustainability/Corporate Social Responsibility, and the Association's Director for the Career Center, Soft Skills and Sustainability Department is an active member/participant.

Results

Program Content and Assessment

Both Schools have increased the number of modules treating sustainability. For example, EMLV Business School from six ECTS (four modules) to 18 ECTS (11 modules).

All programs have students outcomes addressing sustainability with student surveys indicating high appreciation of the programs focus on sustainability and assessment data confirming student ability to identify sustainability issues for which they bring responsible and innovative solutions.

Faculty Research

Faculty research in sustainability remains strong with a dozen articles appearing each year.

Student Activities

Students have created their own associations and clubs, which the Association then funds. The activities of the following associations deal with issues involving the United Nations Global Compact sustainable development goals:

	Works with the homeless and disadvantage. Actions throughout the year to raise funds for the homeless, to combat world hunger, etc
	DeVinciTrip : Engaged in openness to culture and heritage. Organizes days of heritage restoration
	Involved in various actions for sustainable development and responsible consumption Organizes various events and presentations around climate change, sustainable cities / communities, etc.
	Focuses on water conservation and technology Organizes related actions
	Focuses on reducing the use of oil and maximizing the distance covered per liter / kWh
	Protection of animals

Students have also engaged in their own events and other student-learning activities:

Student Actions for the Environment Over Last Three Years	
On-going, Annual	
Week of Transversal Competencies: The Climate Fresco (1 200+ students from all three schools of the Association working in mixed groups of engineers, managers and design)	
The student association ADA has implemented an on-campus program that collects unspoiled food from events to give to local associations that help the poor	
2021/2022	
Signing of Charter against food waste with local representatives responsible for green cities and sustainability in supermarket chains	
Participation in the festival <i>Atmosphères de la ville de Courbevoie</i> with exploring urban sustainability	
Participation in the <i>Sustainable Development Week</i> with a stand on sustainable and ethical food sources in partnership with the association <i>Génération Equitable</i>	
Participation in the Week Olympics and Paralympics with a focus on the theme <i>Let's Protect the Planet</i>	
Production of a video on digital responsibility / ethics in partnership with <i>Digiteam</i>	
Organization of <i>A Day with Waste</i>	
Organization of a second-hand clothes sale in partnership with the <i>Association Cop'1</i>	
Week of Transversal Competencies: Digital Communication and Gamification to Increase Diversity and Inclusion, a multidisciplinary working approach and thinking on biodiversity and sustainable development for over 1 250+ students	

Week of Transversal Competencies: Entrepreneurship and Sustainability, a multidisciplinary working approach and thinking on biodiversity and sustainable development for over 1 250+ students
2020/2021
Launching of a solidarity grocery store for students in partnership with the city of Courbevoie and other local actors
Week of Transversal Competencies: Sustainable Foods and its Impact on Climate Change, Biodiversity and Humanity a multidisciplinary working approach and thinking on biodiversity and sustainable development for over 1 250+ students
Week of Transversal Competencies: Diversity in the Workplace, a multidisciplinary working approach and thinking on biodiversity and sustainable development for over 1 250+ students
Week of Transversal Competencies: Sustainability and Low Tech, a multidisciplinary working approach and thinking on biodiversity and sustainable development for over 1 250+ students
2019/2020
Week of Transversal Competencies: Digitalisation and Sustainability, a multidisciplinary working approach and thinking on biodiversity and sustainable development for over 1 250 students
Student action to reduce plastics through the use of biodegradable/recyclable drinking bottles involving more than 500 students and the distribution of over 1 000 bottles

On-Campus Measures

- ✚ Installation of devices to reduce use of electricity (lights, hearing, water, etc.)
- ✚ Separation and recycling of different materials: paper, glass, aluminum, toners, etc.
- ✚ Distribution of individual bottles to students and other stakeholders, eliminating the usage of plastic cups
- ✚ Encouraging nonprinting through carbon footprint indication on all photocopy machines
- ✚ Collection/recycling of plastic bottle tops, batteries and print cartridges

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Evaluation, Policy and Objectives

Digitalization, its impact on business and society, and how to use it to address today's challenges are center to the mission of both Schools within the Association.

Implementation

Both Schools incorporate innovation in all their programs starting the first year. EMLV Business School offers a major in Innovation and Distribution, and ESILV Engineering School offers a major in Creative Technology.

The Career Center, Soft Skills and Sustainability Department also offers modules in innovation.

Devinci Innovation Center (created in 2019) includes both faculty and students interested in innovation. Projects include robotics, environmental protection, transportation, prothesis for the handicap. The Center uses artificial intelligence, 3D/4D printers, Skins Interface, among other technics to approach innovation from a multidisciplinary point of view where knowledge and technology are shared. The Center offers master classes, hackathons, conferences and workshops.

Results

Students recently studied how digital tools can work in favor of biodiversity:



<https://www.youtube.com/watch?v=XF4FHDSjDa4>

The project resulted in the creation of a student group Frescos for Biodiversity:



<https://www.youtube.com/watch?v=qCaAXoZWBw4>

With the creation of its own Facebook page: <https://www.facebook.com/watch/?v=826399151163920>

Students have also created the following associations dealing with innovation and its impact on UN Global Compact related issues:

	DeVinci FabLab : Student-run laboratory based on MIT Charter to encourage industrial innovation
	Robotics and related technology
	Explores new technology in aviation
	Offers training on digital tools and explores new applications

VII. Anti-Corruption

Principle 10: Work against corruption in all its forms, including extortion and bribery.

Evaluation, Policy and Objectives

France legislation identifies nearly 40 actions as bribery / influence peddling that carry criminal sanctions. In 2013, France reinforced its fight against corruption through legislation against tax fraud and serious economic and financial crime and resulted in the creation of a national financial prosecutor (*Parquet National Financier*, the *PNF*) in 2014 capable of pursuing cross-border crimes.



In 2017, France enacted *Sapin II*, legislation on transparency and corruption in the digital age. *Sapin II* created a national *Anti-Corruption Agency* (the *AFA*), and as of 2017, large French companies must articulate an anti-corruption compliance program to show compliance with the law. One requirement is the creation of an internal whistleblowing mechanism.

While the Association is not subject to *Sapin II*, its Rules and Regulations cover fraud, plagiarism, cheating, honesty in scholarship, non-respect of the environment and tolerance of others. Each program has a Student Handbook that covers cheating, fraud and plagiarism. Students must sign both the Association's Internal Rules and Regulations and the Handbook upon registration. For plagiarism, fraud and misuse of technology, students can face a disciplinary committee with possible expulsion.

Students learn to properly reference their sources, and Section Five to the Student Rules and Regulations sanction plagiarism and fraud. Faculty include in their assessment of student work the proper citation of outside sources.

The *De Vinci Teaching Lab* manages the School's curriculum management system, Brightspace, as well as the antiplagiarism software *Compilatio.Net*. Both Schools address the problem of plagiarism in their required research methods modules.

Implementation

Transparency of decision-making

Meetings of all governing bodies have an agenda and minutes. Most have a "Team", where members can consult documents, work collaboratively and exchange ideas. Transparency of decision-making

Rules and Regulations

All students, regardless of the program, must sign the Association's Rules and Regulations, which prohibits fraud, plagiarism, cheating and misuse of technology.

Plagiarism

The *De Vinci Teaching Lab* manages the School's curriculum management system, *Brightspace*, in which the Association has integrated the antiplagiarism software *Compilatio.Net*.

Results

Over the last three years, EMLV Business School has disciplined 118 students for fraud: 64 in the academic year 2018/2019, 118 in the academic year 2019/2020 and 9 in 2020/2021. The rise in cases in 2019/2020 was due to on-line cheating during an exam; the School has since installed remedial measures.

For ESILV Engineering School, the number of students disciplined were 273: 89 in the academic year 2019/2020, six in the academic year 2020/2021 and 19 in the academic year 2021/2022.

VIII. Linking United Nations Global Compact Principles with the United Nations Sustainable Development Goals

Global Compact: Identification of Actions Aligned to the United Nations Sustainability Development Goals		
UN Global Compact Principle	UN SDG	Actions within the Association and its Schools
Human Rights	<p>Support and respect the protection of internationally proclaimed human rights</p>	<p>Quality Education Both EMLV Business School and ESILV Engineering School have obtained national accreditation, and, in the case of EMLV have obtained, international accreditation. Both EMLV Business School and ESILV Engineering have in place an assurance of learning structure to assess student outcomes in all diploma-awarding programs.</p> <p>Sustainable Cities and Communities The Career Center, Soft Skills and Sustainability Department provides required modules, conferences, workshops and other events on sustainability ESILV Engineering School offers a major in energy and sustainable cities.</p> <p>Reduced Inequalities Both EMLV Business School and ESILV Engineering award need scholarships to give access to qualified students regardless of their socio-economic backgrounds.</p> <p>Gender Equality The Association tracks gender in hiring, salaries, promotions and career evolution. Both EMLV Business School and ESILV Engineering School track the number of women admitted with an aim to attain gender equality as much as possible.</p> <p>Student Associations ADA : awareness of poverty, disease, disability and children’ rights Hydrovinci : focus on water conservation and technology</p>
	<p>Make sur not complicit in human rights abuses</p>	

Labor	Uphold the freedom of association and the effective recognition of the right to collective bargaining		<p>Good Health and Wellness</p> <p>The Association offers all its collaborators professional/personal development workshops/seminars.</p> <p>The Association provides numerous subsidies and benefits to support its collaborators financially, psychologically and physically.</p> <p>Human Resources organizes annual events around balancing personal/professional life, psychological support in the workplace, etc.</p> <p>Human Resources has in place a psychological support service for students.</p> <p>The Association has created a Committee for Social Dialogue (the CSE), which also offers benefits to all collaborators.</p> <p>The Association provides all collaborators access to on campus sports activities.</p> <p>Peace, Justice and Strong Institutions</p> <p>The Associations’ governing bodies, as well as those of its Schools, operate in transparency and with broad participation from all its external and internal stakeholders.</p> <p>The Association has rules and regulations for both its collaborators, which they receive upon employment, and students, which they sign upon orientation.</p> <p>Collaborators have union representation and benefit four collective bargaining agreements.</p> <p>Students have class delegates and a due process procedure for all disciplinary procedures.</p> <p>Gender Equality</p> <p>The Association tracks gender in hiring, salaries, promotions and career evolution.</p> <p>Both EMLV Business School and ESILV Engineering School track the number of women admitted with an aim to attain gender equality as much as possible.</p>
	Support the elimination of all forms of forced and compulsory labor		
	Support the effective abolition of child labor		
	Support the elimination of discrimination in respect of employment and occupation		

Environment	Support a precautionary approach to environmental challenges		<p>Climate Action</p> <p>All programs have required modules in sustainability, and the Career Center, Soft Skills and Sustainability Department offers required modules, conference, workshops and other student-learning activities related to climate change and related issues.</p> <p>All first-year students must take a week-long seminar on climate change. As of 2020/2021, EMLV requires all first-year students to take a module on the impact of climate change.</p> <p>Students projects address sustainability issues.</p> <p>Sustainable Cities and Communities</p> <p>ESILV Engineering School offers a major in energy and sustainable cities.</p> <p>Responsible Consumption and Production</p> <p>The Association has implemented recycling, reduction of electricity/water/paper, etc. throughout campus</p> <p>Industry, Innovation and Infrastructure</p> <p>The Schools missions identify the teaching and learning of digitalization and its impact on society and business.</p> <p>The Association has created the Innovation Center.</p> <p>All programs have required modules treating innovation.</p> <p>Student Associations</p> <p>DeVinci FabLab: Robotics and industrial innovation</p> <p>LeoFly: Exploring new technology in aviation</p> <p>DigiTeam DeVinci: Offers training on digital tools and explores new applications</p> <p>Vinci Ecodrive: Focus on reducing the use of oil and maximizing the distance covered per liter / kWh</p>
	Undertake initiative to promote greater environmental responsibility		
	Encourage the development and diffusion of environmentally friendly technologies		

<p>Anticorruption</p>	<p>Work again corruption in all its forms, including extortion and bribery</p>		<p><i>Peace, Justice and Strong Institutions</i></p> <p>The Associations' governing bodies, as well as those of its Schools, operate in transparency and with broad participation from all its external and internal stakeholders.</p> <p>The Association has rules and regulations for both its collaborators, which they receive upon employment, and students, which they sign upon orientation. These rules and regulations prohibit fraud, emphasize truth and transparency in scholarship and teaching, the proper use of all resources and the respect of others. The Association uses the software <i>Compilatio.Net</i> to detect plagiarism.</p>
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