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SUSTAINABILITY POLICY

iu GROUP

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Introduction

At IU Group, we hold a deep-rooted belief in the importance of sustainable development for the well-being of both present and future generations. As a dedicated provider of education experiences, we recognize that our role extends far beyond imparting knowledge; it encompasses a profound responsibility to foster and champion sustainable practices across all facets of our institutional activities. Our commitment to sustainability is not only an ethical imperative but also a strategic driving force, rooted in the understanding that nurturing sustainable development is vital for the thriving of communities and the planet at large.

Our overarching mission is encapsulated in a profound desire to empower learners from every corner of the globe with the most personalised, enriching educational experiences. Education, when harnessed effectively, is a potent force for positive change, underpinning social progress, economic growth, and environmental stewardship.

By facilitating the acquisition of knowledge and skills essential for informed decision-making, we empower individuals to become active participants in shaping a more sustainable future. We firmly believe that equipping individuals with the tools they need to understand and tackle complex sustainability issues is fundamental to achieving lasting progress.

We wholeheartedly commit to aligning our efforts with the United Nations Sustainable Development Goals (SDGs). These internationally recognized goals provide a comprehensive blueprint for addressing a wide range of global challenges, from poverty and inequality to climate change and environmental degradation. By integrating the SDGs into our strategic initiatives, we ensure that our actions are directly linked to these vital global benchmarks, enabling us to measure our impact and contribute meaningfully to their achievement.

Our commitment extends beyond adherence to regulations governing environmental stewardship, social responsibility, supply chain ethics, and other pertinent areas across all IU Group companies. We are determined to not only meet but exceed established standards in sustainability by fostering a culture of ethical and responsible conduct, both internally and throughout our extended network of partners and collaborators.

I. Environmental Sustainability

In our commitment to environmental stewardship, we take a comprehensive approach that encompasses strategic actions aimed at reducing our ecological footprint beyond simple compliance with national and international environmental laws. This approach underscores our recognition of the critical role we as an education provider play in setting an example of mitigating environmental challenges for a more sustainable world.

The main areas of focus and respective potential actions with regards to our environmental footprint are outlined below.

Energy and Climate

We actively explore opportunities to implement energy-efficient technologies and harness renewable energy sources to power our operations. This commitment aligns with our goal of reducing our carbon footprint and contributing significantly to the achievement of SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action).

Our commitment extends to measuring, reporting, and minimising our emissions across Scope 1, Scope 2, and Scope 3 categories, as defined by the Greenhouse Gas Protocol. We focus on both the total emissions and their intensity. In certain instances, we may compensate for our carbon footprint by supporting officially licensed climate projects. However, our primary aim remains the reduction of emissions directly attributed to our operations.

Minimising Scope 1 and Scope 2 emissions involves close collaboration with the landlords of IU Group's rented real estate properties. We are dedicated to actively supporting them in implementing energy-efficient measures, particularly those related to electricity and heating provision, as well as the development of infrastructure for electric vehicle usage.

Given the substantial share of Scope 3 emissions in our carbon footprint, we are committed to measures such as optimising business travel, promoting energy-efficient and sustainable commuting practices among our employees and students. We advocate for the use of public transportation, carpooling, and remote work as effective ways to significantly reduce emissions associated with daily travel. Additionally, we actively monitor and seek to influence the carbon footprint of our suppliers and business partners, aiming to minimize greenhouse gas emissions throughout our value chain.

Water Conservation

IU Group is committed to developing and following a comprehensive water conservation strategy that would seek to reduce water consumption at our offices and campuses. Through the promotion of water-efficient measures, we will actively contribute to SDG 6 (Clean Water and Sanitation). Possible measures may include upgrade of fixtures, greywater recycling and other potential solutions; supported by a developed system of metering and monitoring of water usage.

A key priority will also be cooperation with the landlords at all real estate objects rented by IU Group with the aim of promoting and facilitating the implementation of solutions and technologies of efficient water usage. Another crucial topic will be promotion of responsible water usage among staff and students.

Waste Management

We acknowledge that waste generation poses a substantial challenge to sustainable development, and it is our unwavering commitment to mitigate this impact across our operations, in alignment with SDG 12 (Responsible Consumption and Production).

To ensure our commitment translates into tangible actions, we pledge to develop and implement robust instruments and policies for measuring our generation of various types of waste. Additionally, we will closely monitor our waste disposal and recycling efforts.

This comprehensive approach will involve active engagement and cooperation with our stakeholders, underlining our dedication to transparency and accountability. We are firmly committed to promoting and actively supporting the adoption of waste minimisation measures by landlords at facilities rented by IU Group. Simultaneously, we aim to foster a culture of responsible consumption and waste reduction among our employees and students.

II. Social Sustainability

We commit to promote social sustainability through the following actions:

Expanding Educational Accessibility

At the core of our mission is the belief that 'Everybody Can Access Education to Grow.' We continuously strive to broaden access to education and to make it available to the widest possible audience, including individuals from disadvantaged groups and non-academic backgrounds.

This not only supports SDG 4 (Quality Education) but also contributes to SDG 10 (Reduced Inequalities), by breaking down barriers to learning and empowering individuals with diverse backgrounds to achieve their full potential. IU Group works towards this goal through international cooperation, scholarship programs, and various other projects.

Upholding Human Rights

IU Group places the utmost importance on human rights as a cornerstone of a just and equitable society. We are committed to upholding human rights standards as outlined by the United Nations Sustainable Development Goals and relevant international and national laws.

Our aim is to address human rights risks and impacts, promote human rights education and awareness, protect labour rights, and provide decent working conditions for all our employees. Additionally, we strive to promote sustainable and ethical practices across our supply chains and ensure effective stakeholder communication through grievance mechanisms.

Ensuring Social Equity

We are resolute in our commitment to cultivate a cohesive academic and professional community founded on the principles of fairness and respect, where every person who works, teaches or studies with us would be assured equitable treatment and opportunities regardless of race, gender, religion, sexual orientation, socioeconomic status, or other factors.

This ethos of inclusivity not only underpins our commitment to SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities) but also serves as a rallying point for eradicating discrimination and championing diversity.

Fostering Fairness and Success for our Students

IU Group is dedicated to student-centric sustainability and strives to make every effort to support our students' success. We are committed to ethical marketing practices and providing our students with the best possible academic support, advising, and mentoring.

Our commitment to diversity, fairness, and inclusivity aims to create a welcoming and supportive educational environment where every student has the potential to thrive.

Community Engagement

Beyond our institutional boundaries, we actively engage with local communities and the wider society. Our students, faculty, and staff are encouraged to participate in sustainability and social responsibility initiatives that extend into the broader community.

Through collaborative efforts, we aim to contribute to the well-being and sustainable development of the regions and countries in which we operate. These efforts may include charitable donations, fundraising campaigns, volunteering projects, and partnerships with NGOs, governmental and municipal institutions, or other organisations.

Employee Well-being

Our commitment to social sustainability extends unequivocally to the well-being of our employees. We aspire to cultivate a work environment that prioritizes the health and well-being of our staff; to provide a safe and healthy workplace, promoting work-life balance, and offering a wealth of professional development opportunities. These measures align with SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth), embodying our resolve to treat our employees with the utmost respect, fairness, and dignity.

Data Security

Our pledge to safeguard sensitive data encompasses privacy, security, and ethical handling of information belonging to our students, employees, and partners. We are committed to the rigorous implementation of a robust data security system, ensuring a maximal level of data protection with the highest levels of integrity and confidentiality.

Education

Finally, a critical facet of our social sustainability commitment involves the infusion of sustainability education throughout our curriculum. We endeavour to cultivate a generation of learners who possess a deep understanding of sustainable practices and their profound impact on the environment and the human society. By nurturing social responsibility among our students, we empower them to become informed advocates for a sustainable future.

III. Economic Sustainability

We will promote economic sustainability through actions along the following priority areas:

Corporate Governance

Corporate governance plays a pivotal role in our sustainability commitment at IU Group.

Our management holds responsibilities to our mission, reinforcing our dedication to sustainability. Regular social and environmental management reviews help us track our progress and make informed decisions. To maintain accountability, our Board rigorously reviews our social and environmental performance on a regular basis, ensuring that we stay true to our mission. We engage with stakeholders to foster dialogue and address grievances, promoting ethical practices.

Our governance structures prioritise transparency, ethics, and strict financial controls. We report our impact, maintain a code of ethics and provide training to uphold these principles.

Anti-corruption practices and ongoing monitoring of ethics and corruption further bolster our commitment to integrity. We aim at transparency and accountability by constantly enhancing our financial controls.

At IU Group, corporate governance is not just about rules; it's about embedding sustainability into our DNA, reflecting our mission, values, and dedication to a more sustainable future.

Supply Chain

Our commitment to sustainability extends to our procurement practices. We aim to prioritise the procurement of sustainable products and services, considering not only their immediate value but also their long-term impact on our environment and society.

We commit to actively collaborate with our suppliers to promote sustainability and responsibility throughout our supply chain. This collaborative effort involves the assessment of environmental and social factors when selecting suppliers, fostering relationships with those who share our commitment to sustainability, and encouraging sustainable practices among our suppliers. By prioritizing sustainable procurement, we aim to reduce our ecological footprint, support ethical business practices, and contribute to the global sustainability agenda.

Partnerships

IU Group recognizes that the path to sustainability is one that is best travelled in collaboration with others who share our vision. Therefore, we aspire to establish meaningful partnerships with like-minded organisations and institutions that are equally dedicated to sustainability. These partnerships would not be just about collaboration; but about leveraging collective expertise, resources, and influence to drive sustainability on a larger scale.

Together with our partners, we seek to initiate projects and campaigns that address pressing sustainability challenges. By uniting our efforts, we can amplify our impact, influence policy changes, and inspire broader societal transformations that contribute to progress towards a sustainable future.

IV. Implementation

This policy is to be implemented by IU Group N.V. and all its direct and indirect subsidiaries.

We will regularly evaluate and update our sustainability policy to ensure that we are meeting our sustainability goals.

We will establish a system for monitoring and reporting on our sustainability performance, tracking progress towards our sustainability goals, and regularly reporting on its sustainability performance to stakeholders.

We will also engage with our students, suppliers, employees, and other stakeholders to understand their needs, expectations, and feedback, and incorporate those into our decision-making and continuous improvement processes, to contribute to SDG 17 (Partnerships for the Goals).

Sven Schütt, CEO

6 October 2023