

ICN
CREACTIVE
BUSINESS
SCHOOL



Strategic action plan
for a sustainable school

MOVING TOWARDS A SUSTAINABLE school, A FORCE FOR change in SOCIETY...

→ Adoption of **transparent, proactive, ethical governance** and a virtuous cross-cutting strategy that respects the planet and people, both internally and in conjunction with its entire ecosystem, **in a dense and fast-changing national and international context**.

→ **Transformation through the transitions** necessary to becoming a sustainable, inclusive and socially responsible school, based on the three pillars of sustainable development (social, environmental and economic) involving all departments and branches.

→ **Anticipation, innovation and commitment**, with students, teacher-researchers and administrative staff, to face social and environmental challenges together, with local and international partners.

→ **Contribution to the 2030 Agenda**, the 17 Sustainable Development Goals (SDGs) and the '5Ps' (People, Planet, Profit, Peace & Partnerships), thus generating a positive impact on its local area.

→ **Training responsible professionals**, committed agents of transition, true 'change makers', by **capitalising on a strong existing base**, particularly in the social field, on established assets (3 campuses, 3 crowns) and on recognised specific features (ATM pedagogy, territorial embedding).



... COMMITTED TO 8 MAIN AXES

1 GOVERNANCE

The governance bodies, the strategic texts and the ways in which self-governance incorporates sustainable development and CSR in a transparent and tangible way in all areas of the school.

2 ENVIRONMENT AND BIODIVERSITY

Adopt, as part of a climate strategy, virtuous internal and external practices (purchasing, consumption, waste, food, green spaces...) to reduce our carbon footprint and protect the environment and biodiversity.

3 SOCIAL POLICY

Consolidate and expand our social policy to support diversity, inclusion, equal opportunities, quality of life, gender equality and protection against sexual and gender-based violence.

4 EDUCATION/ TRAINING

Strengthen and evaluate the transversal integration of sustainable development and CSR skills in all training courses and for the entire school community and support publications, actions and projects dedicated to these themes.

5 RESEARCH AND INNOVATION

Train, practice and evaluate responsible innovation and research by developing the link between 'science for society' and open science.

6 ECONOMIC

Promote social innovation, impact entrepreneurship and support for projects dedicated to the Social Solidarity Economy (SSE) and the circular economy; develop a partnership policy that places CSR and sustainable finance at the centre.

7 DIGITAL

Raise awareness, train and adopt responsible digital practices in the spirit of 'Tech for Good' and the 'Green IT' benchmark.

8 COMMUNITY

Create, lead and develop a community committed to social and environmental issues, in particular by relying on partners and student associations and on the ICN Impact collective.



icn impact in figures

3
Campuses,
1 triple accredited
school

8
strategic
axes

64
actions

24
indicators

17
SDGs of the 2030
Agenda reached

32
departments involved
& **2** incubators

12
student associations
united in **1**
ICN Impact collective

20
partners & **1** multi-
stakeholder steering
committee

1
UNESCO Chair 'Arts and
Sciences for the SDGs'

1
budget &
1 support fund



EXAMPLES OF ACTIONS ALONG THE 8 AXES

GOVERNANCE

Continue to provide human and financial support to achieve social and environmental transitions within the school and maintain dedicated bodies and advisers.

ACADEMIC

Integrate SULITEST, a self-training and assessment tool for students, teachers and staff in sustainable development.

RESEARCH

Raise awareness and train researchers and doctoral students in responsible R&I throughout the research process, ethics and impact measurement.

SOCIAL POLICY

Implement a global gender equality strategy including the valorisation of entrepreneurs and experts as well as a mechanism against sexual and gender-based violence.

COMMUNITY

Strengthen and enhance the concrete commitment of students and employees to the planet and society by using specialised collaborative platforms.

DIGITAL

Extend the life span of equipment and encourage pooling to reduce purchases and therefore ICN's carbon footprint.

ECONOMIC

Implement a support offer for high-impact entrepreneurship projects (SSE incubator) within Station A.

ENVIRONMENT

Move towards a zero plastic school as part of a global climate strategy.

sustainable implementation

Co-construction, multi-actor

Moderation, ethics, openness, collaboration, inclusion

Interdisciplinarity, transversality, creativity (ATM)

Local anchoring

Transferability & sharing of results

Performance indicators, impact measurement, reporting, foresight

sd/csr ECOSYSTEM



- ▶ ICN **trains** its students, professors and staff in social and environmental issues; the ICN community and its entire ecosystem are committed to and **contribute to the 2030 Agenda and to a more sustainable and inclusive world**;
- ▶ ICN **innovates and acts** collectively for the planet and society, and gains in **attractiveness**;
- ▶ ICN Impact **transforms its campuses** and ICN becomes **a key player in transitions** and is positioned as an agent for change in the **transformation of societies** in higher education and research.

 **icn BECOMES A fully sustainable school**

ICN IMPACT 2022-2026

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