Ethics, Responsibility, and Sustainability at Hult

Educating not just leaders of business, but leaders of the world

Arguably, the greatest challenge facing us today is creating a sustainable society—it isn’t a simple task. It’s a complex, multi-layered issue that requires an all-encompassing solution, one in which business plays a crucial role.

Change starts with caring enough to take action. At Hult, our students are part of an ecosystem that aims to create a culture of responsible, inclusive, and sustainable business thinking, from the ground up. Our purpose is to inspire our community to make an impact that matters and lead others to do the same. It is this purpose that motivates our work on ethics, responsibility, and sustainability across our curriculum, research, and our campuses.

Impactful education

- **Responsible curriculum**: Hult’s entire academic model is structured to prepare students for leadership roles in a more inclusive, global economy. Every core course—from strategy and marketing to finance and accounting—in every Hult program has ethics, responsibility, and sustainability woven through it. That includes dedicated content on relevant ESG (environmental, social, and governance) topics for that course discipline, such as climate solutions for how organizations can reach NetZero. We internally review this aspect of our curriculum annually and share best practices.

- **Conscious courses**: As well as ESG topics being integrated across all our core courses, we also provide core courses that have a dedicated 100% focus specifically on ESG and societal impact, such as Ethics in Business, Exploring Self & Society, Design Thinking for Social Impact, Socially Responsible Business, Business & Global Society, Social Innovation, and Future Mindset.

- **Impactful challenges**: Business challenges with societal impact are embedded across all Hult curricula, while the challenge of solving pressing social issues through business has been opened up to the global student community through the Hult Prize.

- **Ethical partnerships**: From the clients for our business challenges to the subjects of case studies to the speakers on campus, we aim to partner with companies that prioritize ethics and sustainability. Recent partnerships include United Nations Development Program, World Health Organization, UNICEF, The Catalyst, The Climate Group, One Degree Academy, Plastic Free Hackney, and Unilever.
- **Action-oriented clubs:** Our campuses have a thriving network of extracurricular activities and student clubs relating to societal impact. Some current active clubs include Sustainable Futures Club, Impact Investment Club, Entrepreneurship 4 Sustainability, and Social Entrepreneurship Society.

- **Sustainable careers:** Many of our alumni are choosing careers in the sustainability and social impact space. Whether they’re tackling local issues through their own business or working within existing companies to address global concerns, Hult graduates are making a difference across many regions and sectors.

**Influential research and thought leadership**

How organizations can help achieve the UN Sustainable Development Goals is a cross-cutting theme running through our three key priority focus areas for research: Transforming Behaviour, Creating Disruption, and Innovating Pedagogy.

Over two decades we have led research exploring how new challenges and demands on responsibility and sustainability are transforming the practice of management and leadership, in partnership with leading companies like Unilever, GSK, IBM, and HSBC, and networks like the UN Global Compact and the World Business Council for Sustainable Development.

Recent projects have focused on the role of business leaders in leading change for sustainability across their organizational ecosystems, corporate leadership on modern slavery, the circular economy, the ethical implications of artificial intelligence, compassion in the workplace, speaking truth to power, and integrating sustainability across the management education curriculum.

**Low-carbon campuses: NetZero by 2030**

We’ve got a long way to go, but we actively manage environmental and social impact across our campuses. Initiatives include free reusable water bottles, waste-free recycling programs, on-site composting, single-use plastics reduction, energy-efficient design and engineering, and sustainability-focused operations managers.

We have adopted a target for Hult to reach NetZero carbon emissions for Scopes 1 and 2 by 2030, and Scope 3 by 2050.* In 2022, we completed our first full carbon footprint audit for the whole of Hult International Business School, specifically looking at Scope 1 and Scope 2 emissions. We will undertake a full Scope 3 audit in 2023. The results of our audit showed that in the 2021-22 academic year, our Scope 1 emissions were 1983 tonnes of CO₂e, and Scope 2 emissions were 1994 tonnes of CO₂e. Our Scope 1 emissions come almost entirely from fossil fuel heating—natural gas and heating oil. We are developing a strategy and investment plan to reduce and eliminate these emissions in line with our targets.
Hult International Business School Carbon Footprint 2021-22 (Scope 1 and 2 audit)

<table>
<thead>
<tr>
<th></th>
<th>Scope 1 Emissions</th>
<th>Scope 2 Emissions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boston Campus</td>
<td>1,361</td>
<td>1,379</td>
<td>2,740</td>
</tr>
<tr>
<td>Ashridge House (20% of total)</td>
<td>295</td>
<td>58</td>
<td>352</td>
</tr>
<tr>
<td>London PG Campus</td>
<td>182</td>
<td>82</td>
<td>264</td>
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<tr>
<td>London UG Campus</td>
<td>90</td>
<td>110</td>
<td>200</td>
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<tr>
<td>San Francisco Campus</td>
<td>38</td>
<td>143</td>
<td>181</td>
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<tr>
<td>Dubai Campus</td>
<td>0</td>
<td>119</td>
<td>119</td>
</tr>
<tr>
<td>Other Offices</td>
<td>17</td>
<td>103</td>
<td>120</td>
</tr>
<tr>
<td>New York Rotation Campus</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,983</strong></td>
<td><strong>1,994</strong></td>
<td><strong>3,977</strong></td>
</tr>
</tbody>
</table>

(Units = tonnes CO₂ e)
Notes on methodology

- Reporting period: 1 Aug 2021 to 31 July 2022
- The method followed conforms with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard from the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).
- The audit covered all campuses (Boston, San Francisco, London Postgraduate, London Undergraduate, Dubai, Ashridge House, and the New York Rotation Campus), as well as all offices where at least 10 employees of Hult International Business School were based (London Chelsea UK, Luzern Switzerland, Miami USA, Brazil, France, Mexico, Hong Kong).
- Hult International Business School uses a proportion of the Ashridge House site. For the purposes of this audit, 20% of the Scope 1 and Scope 2 carbon footprint of Ashridge House was included in the carbon footprint of Hult International Business School.
- Appropriate national GHG emissions conversion factors were used for each country.
- This audit will be conducted and published annually on an ongoing basis from 2021-22 onwards.
- A Scope 3 audit for 2021-22 will also be conducted and published in 2023 and then repeated annually on an ongoing basis.
- Our NetZero targets will be reviewed and may be adjusted on an annual basis.

*Following the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard from the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), Scope 1 emissions include emissions made directly by our organization, Scope 2 emissions include emissions made indirectly through electricity use, and Scope 3 emissions include emissions the organization is responsible for in the wider value chain, including emissions linked to products and services purchased through the supply chain, and emissions linked to student travel.

Hult International Business School helped develop and was one of the first business schools to sign the United Nations Principles of Responsible Management Education (PRME).

You can find more information on our whole approach to ethics, responsibility, and sustainability at Hult in our UN PRME Sharing Information on Progress report (download at hult.edu/PRME).