



**ESG & SUSTAINABILITY POLICY**

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## SOLBRIDGE INTERNATIONAL SCHOOL OF BUSINESS SUSTAINABILITY POLICY

# OVERVIEW

SolBridge International School of Business, Woosong University, is a dynamic institution located in Daejeon, South Korea, a city often dubbed “Korea’s Silicon Valley.” Home to over 1,300 students and a diverse body of international faculty and staff, SolBridge operates within a modern, high-rise urban campus near the central Daejeon Station.

As an internationally focused business school, SolBridge recognizes its influence within the local Daejeon community and its broader role in shaping future global business leaders. SolBridge embodies principles aligned with sustainability through several key operational and educational priorities:

- **Cultivating Global Citizens:** With a vibrant international community representing over 80 nationalities, SolBridge actively fosters intercultural understanding, a crucial element in navigating a diverse and interconnected world.
- **Internationalizing Business Education:** The core curriculum and pedagogical approach are deeply rooted in international business perspectives, equipping students to address complex global challenges and leverage international opportunities responsibly.
- **Developing Ethical Asian Thought Leaders:** SolBridge’s commitment to fostering “Asian Thought Leaders” inherently emphasizes ethical conduct and socially responsible business practices as integral to leadership.
- **Fostering Innovation through Industry Engagement:** Situated in a thriving hub of development, SolBridge actively seeks connections with industry, promoting an environment where innovation and practical application are key.
- **Upholding Educational Excellence:** Through its AACSB accreditation, SolBridge demonstrates a strong commitment to maintaining high standards in business education, ensuring a quality learning experience.

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- **Prioritizing Student Well-being and Inclusivity:** SolBridge provides comprehensive student services and support structures, fostering a positive and inclusive environment that supports the holistic development of its students.
- **Building a Global Network:** With an extensive network of over 300 partner universities worldwide, SolBridge actively promotes international exchange and collaborative learning opportunities.

### CULTIVATING SUSTAINABLE LEADERS: SOLBRIDGE'S COMMITMENT TO SOCIAL RESPONSIBILITY

SolBridge International School of Business aims to be an Asian Center of Excellence in Global Business Education, with a mission to educate the Next Generation of Asian Thought Leaders. Its objectives focus on cultivating well-rounded leaders with both hard and soft skills, prepared to drive meaningful change across various sectors. The curriculum integrates business knowledge with a specific focus on Asian economies and their global relationships, offering internships and a multicultural, English-language environment. SolBridge defines an Asian Thought Leader by the acronym GACCS, which includes Global Perspective, Asian Expertise, Cross-Cultural Competence, Creative Management Foundation, and crucially, Social Responsibility and Sustainability. This commitment ensures graduates understand and implement ethical and environmentally conscious practices within and beyond organizations, emphasizing accountability, transparency, and fairness.



# GACCS

SolBridge International School of Business integrates Sustainability and ESG principles into its institutional DNA through the GACCS Framework. This model serves as the strategic roadmap for operationalizing our mission, developing “Asian Thought Leaders”, into measurable outcomes across five key pillars:

## Pillar I: Global Perspective

- Strategic Alignment: SDG 17 (Partnerships for the Goals)
- Institutional Mandate: To address sustainability as a trans-border challenge requiring international cooperation and global standard-setting.
- Operational Implementation:
  - Faculty & Staff: Commitment to aligning academic curricula and administrative operations with international benchmarks, including AACSB, EQUIS, and the UN PRME (Principles for Responsible Management Education).
  - Students: Development of global leadership competencies focused on mitigating climate and social risks within a connected international economy.

## Pillar II: Asian Expertise

- Strategic Alignment: Economic Sustainability & Regional Resilience (SDG 8)
- Institutional Mandate: To implement localized, culturally relevant sustainability solutions within the world’s most dynamic growth region.
- Operational Implementation:
  - Faculty & Staff: Pioneering research into “Asian Best Practices” in ESG to ensure regional businesses remain resilient and competitive in a low-carbon economy.
  - Students: Mastery of green-growth strategies tailored to the unique regulatory and cultural landscapes of Korea and the broader Asian market.



# GACCS

## Pillar III: Cross-Cultural Competence

- Strategic Alignment: SDG 10 (Reduced Inequalities) & DEI
- Institutional Mandate: To utilize institutional diversity (60+ nationalities) as a laboratory for social equity and inclusion.
- Operational Implementation:
  - Faculty & Staff: Maintenance of a strictly inclusive environment through diverse recruitment and mandatory annual training on Justice, Equity, Diversity, and Inclusion (JEDI).
  - Students: Immersion in a multi-cultural setting where cross-cultural empathy and inclusive leadership are foundational requirements for graduation.

## Pillar IV: Creative Management

- Strategic Alignment: SDG 9 (Industry, Innovation, and Infrastructure)
- Institutional Mandate: To foster innovative problem-solving through "Design Thinking" and sustainable technology integration.
- Operational Implementation:
  - Faculty & Staff: Institutional support for research
  - Students: Incubation of social enterprises via the SolBridge Startup Center, prioritizing ventures that deliver both financial return and environmental benefit.

## Pillar V: Social Responsibility

- Strategic Alignment: SDG 12 (Responsible Consumption and Production)
- Institutional Mandate: The ethical cornerstone of the institution, ensuring that all governance is transparent, fair, and ecologically sound.
- Operational Implementation:
  - Faculty & Staff: Enforcement of Sustainable Procurement Policies and ethical labor standards across all institutional supply chains.
  - Students: Leadership in community-centric initiatives such as SolImpact and the Sustainability Club, translating theoretical ethics into tangible local environmental restoration and social outreach.



# PREAMBLE

SolBridge International School of Business recognizes its profound responsibility to contribute to a sustainable future for our community, nation, and the world. As an institution of higher learning, we are committed to fostering a culture of sustainability across all aspects of our operations, education, research, and engagement. We believe that sustainability – encompassing environmental stewardship, social equity, and economic viability – is integral to our mission of creating knowledge, empowering individuals, and serving society.

This Sustainability Policy outlines our commitment to minimizing our environmental impact, promoting social responsibility, and integrating sustainability principles into our decision-making processes. We aim to be a leader in sustainability within the higher education sector and to inspire positive change in our broader community.



# SCOPE

This policy applies to all activities, operations, and stakeholders of SolBridge International School of Business, including students, faculty, staff, administrators, alumni, partners, and visitors, across our campus and all programs.



# GUIDING PRINCIPLES

Our approach to ESG and Sustainability is guided by the following principles:

- **Integration:** Embedding ESG and sustainability principles into our curriculum, research, and operational practices.
- **Responsibility:** Fostering a culture of ethical decision-making and accountability for our environmental and social impact.
- **Global Citizenship:** Educating future leaders who understand and can address global challenges related to sustainability and social justice.
- **Collaboration:** Engaging with our local and international communities, partner institutions, and businesses to advance sustainability goals.
- **Transparency:** Communicating our ESG performance and progress to internal and external stakeholders.
- **Continuous Improvement:** Regularly reviewing and enhancing our ESG and sustainability initiatives to ensure their effectiveness and relevance.
- **Alignment with SDGs:** Contributing to the United Nations Sustainable Development Goals (SDGs) through our activities and partnerships



# KEY COMMITMENT AREAS

SolBridge is committed to action in the following key areas:

- **Environmental Sustainability:** Resource Efficiency: Minimizing our consumption of energy, water, and other natural resources through efficient practices and technologies.
- **Waste Management:** Reducing waste generation, promoting recycling and composting programs, and striving for circular economy principles on campus.
- **Climate Action:** Promoting sustainable transportation (e.g. Shuttle bus service).
- **Social Responsibility:** Ethical Conduct: Upholding the highest standards of ethical behavior in all our academic and operational activities.
- **Diversity, Equity, and Inclusion:** Fostering a diverse and inclusive environment for all students, faculty, and staff, promoting equal opportunities and respect.
- **Well-being:** Supporting the physical and mental well-being of our community members.
- **Community Engagement:** Engaging in meaningful partnerships with local communities through volunteer work, outreach programs, and collaborative projects focused on social impact.
- **Education and Research:** Developing and offering courses and programs that integrate sustainability principles across disciplines.



- **Sustainable Procurement:** SolBridge is committed to responsible consumption and production (SDG 12) by integrating environmental criteria into our purchasing decisions. We prioritize the procurement of goods and services that minimize ecological footprints, specifically targeting products with recognized eco-labels, high energy-efficiency ratings, and reduced packaging.
- **Sustainable Investment:** SolBridge operates on a “Values-Aligned Investment” model, ensuring our financial resources serve as a catalyst for global equity. We focus on Social Impact Investing through two primary channels:
  - **Educational Equity:** We dedicate a significant portion of our financial resources to merit-based and need-based scholarships, directly reducing global educational inequality and supporting talented students from diverse socio-economic backgrounds (SDG4).
  - **Green Innovation & Leadership:** We provide direct funding and institutional support for student-led initiatives that drive sustainable change, including:
    - SollImpact: Empowering members to serve as sustainability ambassadors who collaborate with Korean government organizations and represent Daejeon in local ESG events.
    - Sustainability Club: A student-driven platform dedicated to raising awareness and leading initiatives that bridge environmental, social, and economic sustainability for a more inclusive future.

#### NEED-BASED POLICY

Students are admitted to SolBridge with the understanding that they or their families will have the continuing financial resources to complete their degree programs. Recognizing that unanticipated short-term financial emergencies may arise during the course of their studies, a Need-based Award has been established.

Only students with short-term or unanticipated financial emergencies during the past six months; and who are not qualified for other scholarships, are eligible to apply. Students may apply for a Need-based Award any time during the year when a special circumstance arises. To qualify, BBA applicants must have earned at least a 2.50 CGPA or CBGPA, whichever is higher in their most recently completed assessment period, no F grade and must have earned a minimum of 15 credits during the assessment period. Master applicants must earn at least a 3.20 CGPA or CBGPA, whichever is higher in their most recently completed assessment period.

The applicant must explain and document in detail the reason(s) for their inability to meet their SolBridge financial obligations in the forthcoming assessment period. Awards will be limited to a maximum of 30% and apply only to the forthcoming assessment period. Consecutive awards will not be granted. BBA students may be eligible for no more than two awards during their program. Master students are limited to one award during their program.

*Scholarship policy is subject to change by SolBridge Scholarship Committee.*



The implementation of this ESG and Sustainability Policy is a shared responsibility across the SolBridge community:

- **Senior Leadership:** Will provide the necessary resources for ESG and sustainability initiatives, ensuring their integration into the school's strategic planning.
- **Sustainability Committee:** Will be responsible for developing, coordinating, monitoring, and reporting on SolBridge's ESG and sustainability efforts. This includes setting targets, developing action plans, and facilitating communication.
- **Academic Departments:** Will integrate ESG and sustainability principles into curriculum development, teaching methodologies, and research activities.
- **Administrative Departments** (Facilities, Academic Affairs, Student Services, etc.): Will implement sustainable practices within their respective areas and support the achievement of the policy's goals.
- **Faculty:** Will incorporate ESG topics into their teaching, conduct research on sustainability-related issues, and serve as role models for responsible behavior.
- **Staff:** Will contribute to sustainable operations through their daily work practices and participate in sustainability initiatives.
- **Students:** Will be encouraged to engage in sustainability initiatives, adopt responsible behaviors, and contribute to a culture of sustainability on campus and beyond.
- **Alumni:** Will be encouraged to be ambassadors for sustainability in their professional and personal lives.

# TRAINING

SolBridge, as part of the Woosong Foundation, enforces a mandatory annual training curriculum for 100% of faculty and professional staff. This perpetual training cycle ensures that our campus environment remains a safe, equitable, and supportive laboratory for global business education.

## Key Training Pillars & SDG Alignment

Training Module	Institutional Focus & Learning Objective	SDG Alignment
Emergency Welfare Support	Crisis Intervention: Equipping staff to identify and provide immediate assistance to community members in financial or personal crisis.	SDG 1 & 3
Human Rights & Duty of Care	Child Abuse Prevention: Ensuring all staff understand legal frameworks for protecting vulnerable populations and mandatory reporting requirements.	SDG 16
GACCS: Cross-Cultural DEI	Inclusion in Practice: Advanced workshops on Diversity, Equity, and Inclusion (DEI) to support a student body representing 60+ nationalities.	SDG 10
Ethical Conduct & Compliance	Institutional Integrity: Annual modules on Sexual Harassment Prevention, Workplace Bullying, and Data Privacy.	SDG 5 & 16

# MONITORING, EVALUATION AND REPORTING



SolBridge will establish mechanisms for monitoring and evaluating the progress of its ESG and sustainability initiatives, including:

- Collecting and analyzing data on our environmental, social, and governance performance.
- Publishing a regular ESG and Sustainability Report to communicate our progress.

# REVIEW AND REVISION



This ESG and Sustainability Policy will be reviewed and updated periodically (e.g., every three to five years) to ensure its continued relevance, effectiveness, and alignment with evolving best practices and global challenges. The review process will be informed by input from key stakeholders, including members of the Sustainability Committee within the SolBridge community.



## CONTACT INFORMATION

For questions or further information regarding this ESG and Sustainability Policy, please contact:

ESG and Sustainability Committee  
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**SolBridge International School of Business is committed to creating a positive impact on the world by fostering a culture of ESG and sustainability in all that we do.**