

Approved by Academic Council of IBS
RANEPA

Approved
IBS Director

Protocol № 2 dtd May 23, 2014

_____S.P. Myasoedov

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CORPORATE SOCIAL RESPONSIBILITY STATEMENT of the Institute of Business Studies RANEPA

1. General

1.1. Corporate Social Responsibility statement of the Institute of Business Studies RANEPA (hereinafter referred to as the Statement) is an internal document of IBS RANEPA that determines the objectives and principles of social responsibility of IBS to all its stakeholders in accordance with IBS mission.

1.2. The mission of IBS is to educate and form the new generation of a socially responsible entrepreneurial and managerial elite of Russia and to advance Russian business education. IBS fully understands that this mission cannot be fulfilled without a commitment to social responsibility and respect for interests and expectations of all its stakeholders. IBS undertakes to adhere to moral values in making management decisions.

1.3. As the first Russian Business School that signed UN PRME initiative (Principles of Responsible Management Education) IBS commits to following these principles in all its activities.

1.4. The Statement is in compliance with the acting legislation of the Russian Federation and takes account of internationally accepted principles in the area of social responsibility.

2. Basic Principles

2.1. IBS activities in the area of social responsibility starts with following and abiding by the laws and other statutory regulations and extends to the support of the existing initiatives and development of own socially important initiatives.

2.2. IBS social responsibility principles form the background for the formulation, functioning and continuous improvement of IBS' activities in the area of social responsibility:

2.2.1. **Responsibility to All Stakeholders.** IBS implements its mission to better serve its stakeholders and strives to achieve a balance of interests of all stakeholders as a basis for sustainable development.

IBS stakeholder groups include students, staff and faculty, partners and competitors, community and the state. In its interaction with the stakeholders IBS follows the principles of transparency, establishing a dialogue and cooperation in the interests of all involved parties.

2.2.2. **Continuous improvement of educational programs.**

In the implementation of its programs the School is oriented at educating highly competent and socially responsible specialists, taking into account modern trends and the best practices of the leading business-schools, encouraging innovations and striving for sustainable development.

2.2.3. **Ethical behavior.** The School builds its relationships with stakeholders on the basis of principles of respect, mutual trust integrity, openness and fairness.

2.2.4. **Compliance with Law.** In all its activities IBS abides by the laws of the Russian Federation as well as international treaties and accords, and RANEPA and IBS normative acts.

2.2.5. **Engaging in International Cooperation.** The School encourages mutually beneficial international cooperation, develops various forms of such cooperation with the leading schools in global business education, participates in the activities of the leading international associations for business-education and professional associations of employers, as well as international research and teaching associations.

2.2.6. **Environmentally sensitive behavior.** IBS adheres to the principles of environmentally-oriented management in all its activities and tries to promote the values of sustainable development.

2.2.7. **Continuous Improvement.** The School commits to continuous improvement and development, finding balance in its search for new methods, formats and technologies for the implementation of its social responsibility.

3. Relationships with the main stakeholders

3.1. Interaction with staff and faculty members.

In its interaction with staff and faculty the Schools takes on the following responsibilities:

- 3.1.1. observing staff and faculty members' labor rights in accordance with applicable law;
- 3.1.2. ensuring and maintaining safe working conditions, protecting employees at their workplace from work-related injury and professional disease;
- 3.1.3. providing work tasks and appropriate compensation for all categories of employees of the School;
- 3.1.4. encouraging and supporting development of professional knowledge and skills by employees, listening to their initiatives and opinions in regard to the development of IBS and its programs;
- 3.1.5. preventing any types of discrimination and guaranteeing equal rights and opportunities to all employees;
- 3.1.6. providing work conditions for people with disabilities at positions where they can be employed.

3.2. Interaction with students and alumni.

In its interaction with students and alumni the School follows its basic ethical principles and commits to:

- 3.2.1. offering educational services of the highest quality at all program levels;
- 3.2.2. building relationships with students and alumni on the principles of honest partnership and cooperation, meeting its obligations;
- 3.2.3. contributing to professional and personal development of student , creating conditions for their participation in the Schools' development and growth;
- 3.2.4. avoiding discrimination and guaranteeing equal treatment and equal opportunity regardless of sex, age, race, nationality and religion both within groups of students and between such groups;
- 3.2.5. providing students with easy access to all information, related to the education process;
- 3.2.6. contributing to easy access to education for people with special needs and/or reduced mobility by way of, inter alia, the development of online educational technologies;
- 3.2.7. facilitating graduates' career growth.

3.3. Business community and business partners.

IBS builds its relationships with the business community on the principles of respect and holds itself responsible for:

- 3.3.1. ensuring a high quality of education to prepare managers for business and public authorities in line with the School's mission;

3.3.2. creating conditions for preparing socially responsible and ethical graduates by considering the issues of CSR and business ethics in all its courses, separate topics, as well as encouraging its students to address the issues of CSR and business ethics in their graduation papers and theses;

3.3.3. conducting research and consulting projects, aimed at creating new management knowledge;

3.3.4. involving employers and representatives of the business community in the discussions of IBS development strategies and IBS educational programs;

3.3.5. being open to criticism and give adequate feedback to it.

3.4. Interaction with Government Authorities.

In its interaction with government authorities the School follows its basic ethical principles and commits to:

3.4.1. strict compliance to all federal laws and other regulations in the area of IBS activities;

3.4.2. transparency in all its activities for the tax and other regulatory authorities;

3.4.3. scrupulous fulfillment of its tax and levy obligations;

3.4.4. provide the government and municipal institutions with high quality graduates;

3.4.5. protecting and increasing assets used by IBS RANEPA as a structural unit of a Federal Educational Institution.

3.5. Interactions with Competitors

In its interaction with competitors the School follows its basic ethical principles and commits to:

3.5.1. fair competitive conduct as beneficial for society and the environment and demonstrating mutual respect between competitors;

3.5.2. respect property rights and, in particular, intellectual property rights, refrain from unfair competition;

3.5.3. use opportunities for cooperation in the interests of the Russian education and Russian Federation as a whole.

3.6. Interactions with the Community.

In its interaction with the community the School commits to:

3.6.1. develop cooperation with national and local organizations, associations and unions, involved in improving quality and standards of educations;

3.6.2. support the participation of employees and students in the local community activities and charities;

3.6.3. respect cultural values and traditions;

3.6.4. foster the well-being of Moscow and the country as a whole.

4. Concluding Provisions

4.1. The Statement comes into force from the date of its signing by the Director of IBS.

4.2. The Statement is posted at IBS website.
