

Universal
Business
School®

"Transforming Lives"

*India's First Green
Business School*

IMAGINE THE FUTURE

ESG REPORT

(Environmental, Social and Governance)



Index

1	Dedicated to Late Sardar Gurdip Singh Anand
2	Chairman's Message
3	About UBS
a	Leadership Team
b	Universal Business School 3E Model
c	Our Vision and Mission
d	UBS at the Glance
e	UBS - Mool Mantra
f	Collaborations & Accreditation
g	Diversity at UBS
h	UBS Mantra for Social Responsibility
i	Building Natural Capital
j	Transformation of UBS
4	Decoding ESG (Environment, Social and Governance)
a	ESG Principles
b	The Context
5	COVID-19 Pandemic and UBS
6	Reimagining Sustainability 'The Green Mantra'
7	Academic Intervention
a	Green Projects
b	UBS SMART Impact
c	Pro Bono Consulting
d	GREECO Learning (GREEN Eco-friendly Classroom)

8	Co-Curricular Activities
a	Leadership Development Potential
b	Project ROOP
c	Rotaract Club Initiatives
d	UBS Model United Nations (MUN)
9	Building Social Capital
10	Reimagining the Social Contract
a	Project PANAHA
b	Project IKSHANA
c	Social Wellbeing Initiatives
d	Other Social Development Initiatives
e	Snippets from Our Social Development Initiatives
11	Reimagining Ethics and Governance at UBS
a	Our Governance Mantra
12	Research Focused on Sustainability
a	Presentations at International Research Conferences
b	Patents
13	Partnerships and Dialogues
14	ESG Thought Leadership
15	Prakriti Newsletters
16	Sustainable Development Goals and Our Standings
a	Green Credentials
b	ESG Objectives
17	Conclusion – COVID and Climate Change



Dedicated to Late Sardar Gurdip Singh Anand

*Out of the night that covers me,
Black as the pit from pole to pole,
I thank whatever gods may be,
For my unconquerable soul.*

*In the fell clutch of circumstance,
I have not winced nor cried aloud.
Under the bludgeoning's of chance,
my head is bloody, but unbowed.*

*Beyond this place of wrath and tears,
Looms but the Horror of the shade,
And yet the menace of the years,
Finds and shall find me unafraid.*

*It matters not how strait the gate,
How charged with punishments the scroll,
I am the Master of my Fate,
I am the Captain of my Soul.*



Late Gurdip S. Anand

Founding Chairman

**B.E., MBA (JBIMS) Gold Medalist,
Ex. Ed. Michigan B-School (USA)
IMD (Switzerland)**



Chairman's Message



Tarun Anand

Chairman & Founder

Fmr. Chairman & MD, Thomson Reuters, South Asia

MBA (SPJIMR) | Ex. Ed. Michigan B-School (USA) | Tuck Business School (USA) | IE Business School (Spain)

SUSTAIN | REBOUND | IMAGINE

Mindset change(s) has to begin at the management education stage.

Are we preparing management students for the power shifts that lie ahead, thanks to climate inaction and high cost of energy? Companies are already facing the heat, in the following ways-

1) **Greater Risk:** Often, business owners don't know what to expect- as they are operating under rapidly

shifting regulatory and political environments. As countries put more pressure on each other for greater climate action, a sudden change in policy is a huge strategic risk.

2) **Facilities Damage:** Climate change is actually causing disasters such as facilities damage and workforce disruption. Resources like food, water and energy are at risk due to both environmental and human

The Report highlights Universal Business School's continuing efforts to create enduring value along all dimensions of the triple bottom line and contribute meaningfully to sustainable development and inclusive growth.



causes, with the energy and consumer industries reporting the greatest impacts.

- 3) **Trade Disruption:** International shipping could become more dangerous with climate change. Long-established agricultural regions could be decimated, upsetting supply chains. Coastal communities and infrastructure could suffer repeatedly.

Next-gen MBAs / Greenpreneurs are our biggest hope

Given the above tectonic shifts, management students entering the corporate world are our biggest hope to make climate action and energy conservation a reality. 80% of professionals are already concerned about climate change, as per Deloitte Global's 2021 Climate Check report. But

the concern is not enough, we need to take action.

So as an MBA student today, the opportunities to innovate and make energy cheaper and greener is imperative. So is solution-centric thinking about climate change and putting private equity money into sustainable projects. All business schools must have mandatory credit-based modules on Green Finance, Green Marketing, Green Supply Chain & Logistics and Green HR subjects into the curriculum which enable the students to develop a green mindset. Because while it may be of historical value to know what happened in General Motors in the 1960s, it is far more important to serve as the moral compass within contemporary organizations, encouraging profitable innovations that translate to sustainable business. Last two years have been extraordinarily challenging

the pandemic has created global challenges for the societies at large, and the disruptions placed unusual strain on our goals. As a business school, we need to prepare our graduates for future societies if we want our impact to remain relevant and our graduates to succeed. We continued to stand firm and remained committed to follow our sustainability mantra.



Mr. Tarun Anand, Chairman
UBS planting a sapling on Van Mahotsav Day



The Focus on Livelihood Creation

The pandemic has brought to the fore the most critical need to create and support jobs and livelihoods. UBS presence in rural tribal area enables us to make a larger contribution to the creation of sustainable livelihoods.

While the impacts of COVID-19 have been far-reaching, they have not diverted attention from other pressing challenges & risks. Concern over climate change continued to grow, with changing social, economic & environmental dimensions, we need to stand firm in mitigating the harmful impacts of climate changes by our sustainable actions that include active participation in tree plantations, sustainable use of energy other resources.

Similarly, we remained committed to the success and wellbeing of our workforce. We want all our employees to progress and we continually strive to prioritize a work environment where individuals can grow and enjoy a high degree of job satisfaction.

Our dedication to improving the quality of life in our local communities continued through supporting programs, events, & charitable causes in education, the environment, culture.

Finally, we continued to demonstrate transparency, accountability and integrity throughout our practices and operations and ensure that the leaders we produce who will lead tomorrow's 21st century organisations are:

- ***Competitive in business yet compassionate in society;***
- ***Are critical when thinking yet constructive while collaborating;***
- ***Able to understand the ethical dilemmas whilst having the values to overcome them;***



- ***Able to recognize the challenges facing humanity and can use their entrepreneurial skills to help solve them.***

On behalf of the Board of Directors, I am delighted to introduce our first ever sustainability report. Our commitment to sustainable practice remains as strong as ever, irrespective of the circumstances.



Leadership Team



**Prof. Brigadier
GPS Cheema**

Program Director - BBA
& BA (Hons.) (Cardiff Met.,
UK) & Patron -
Environmental Club



Dr. Karunakar Jha

Director Academic Affairs;
Head - Entrepreneurship
& Incubation Centre,
& Chairman - FPM



**Prof. Nilanka
Chatterjee**

Program Director -
PGDM (BDI) & CHRO



Dr. Asha Bhatia

Director - Research;
Head - Case Research
Centre & Patron Enactus



**Prof. Elora
Basumatary**

Program Director -
MBA (Cardiff Met., UK)
& Patron - UIC



Prof. Vijay Tandon

Program Director - PGDM
& International Programs
- SSM, Lincoln, UE & NEIU)
& Patron - ELC



**Prof. M.
Guruprasad**

Chief Patron -
Leadership Development
Program



**Prof. Sriram
Ramshanker**

Patron -
Ethics and
Governance Club



**Dr. Pranjali
Madhur**

Patron -
CSR Club



**Dr. Indrajit
Goswami**

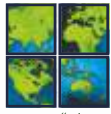
Patron -
Rotaract Club



**Mrs. Beeba
Anand**

Patron -
Wellbeing Club





Universal Business School 3E Model

UBS responded with agility, resilience and compassion to fight the pandemic, crafting a strategic response to the evolving situation with a 3-pronged approach –

SUSTAINABLE | RESPONSIBLE | EDUCATION

The Focus on Environmental Leadership

UBS recognises the imperative need to combat climate change to build a more secure future. It has strived to be an icon of environmental stewardship and pursue a low carbon growth strategy by extensive Greenhouse Gas Reduction programs in its operations that have focused on a multitude of interventions. This include increasing the share of renewable energy, construction of green buildings and continuous reduction of specific energy and water consumption.

3E ETHICS EXPERIENTIAL LEARNING MODEL ENVIRONMENT



World Class
Faculty



Innovative Quality
Curriculum



Quality
Infrastructure



Superior
Research Focus

Founded by CEOs of billion-dollar global businesses, UBS is committed to deliver a life-changing educational experience to Indian and International students. It is endorsed by 60 Global CEOs and follows an experiential

learning pedagogy where practical and academic knowledge are given equal weightage. This makes our students corporate ready from the early stage of their career.



At UBS, we call this paradigm

Responsible Competitiveness

On empowering minds & safeguarding the environment and creating sustainable Livelihoods.

To achieve the United Nation Sustainable development goals.

UBS believes that when enterprises make societal value creation an integral part of their institutional strategy, powerful drivers of innovation emerge that make growth more enduring for all stakeholders.

It was this strength of conviction that led UBS to define its Vision, a decade ago, to not only transform Universal Business School into an engine of high-quality management education but to

to do so in a manner that would address the social & environment priorities by focusing on the 3E Model of Ethics & CSR, Environment & Experiential Learning.

This vision was manifested in UBS strategy to launch multiple initiatives from the outset towards renewable energy, intelligent building reducing the carbon footprint, rainwater harvesting, planting trees & keeping the flora & fauna intact & services to enable it to make a meaningful contribution to the rural & backward communities.

The key was to innovate & create unique business models that will lead to creation of societal assets in the form of environmental replenishment & livelihood creation.

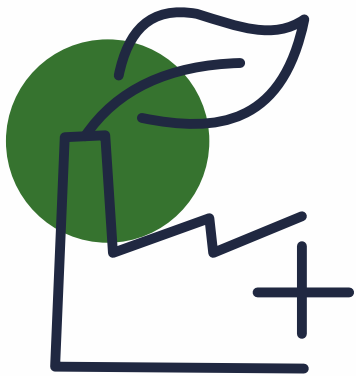
We are embarking on the next phase of our curriculum design, which will embed green thinking in each program so that faculty can bring in the green



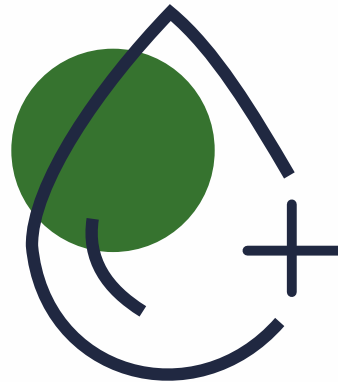
lens. It will be a process of great transformation requiring important debates amongst all stakeholders. These initiatives will be complemented with Research papers & case studies published focusing on sustainability as well as live collaborative projects with industry. Hopefully, in the years ahead UBS graduates will be able to master diverse capabilities that will enable them to make a real impact on society.



It is indeed a matter of pride that UBS has focused on being



**Carbon
Positive**



**Water
Positive**



**Solid Waste
Recycling Positive**

A Carbon, Water & Solid Waste Recycling Positive Institution

Our strategy will ensure that UBS maintains a significant leadership in positive action towards the ESG goals. The focus on ESG goals will make UBS a leading Indian business school towards being carbon, water, & solid waste recycling positive in the coming five years. It also enabled UBS students and staff to support the creation of sustainable livelihoods for 1000 families, many of whom represent the weakest in society.



Our Vision and Mission



UBS Mission

UBS Vision



To create impactful knowledge and develop innovative, ethical, responsible and global leaders, who will transform organizations and society at large.

Developing innovative engagement and assessment tools based on best global practices for delivering academic rigor.

1

Providing exceptional educational experience using innovative andragogy, leading to learners demonstrating entrepreneurial & leadership mindset, who will create value for stakeholders & society.

2

Enabling learners through integrated industry connect leading to sustained professional success.

3

Fostering a mindset which appreciates a diverse and inclusive society with a commitment towards environmental concerns, community service and life-long learning.



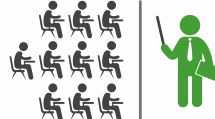










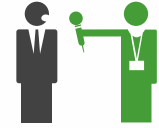






4

Creating impactful knowledge through collaboration with Industry, global academia and key stake holders.

5



UBS at a Glance

Programs	 <p>250++ Unique Major Minor Subjects</p>	 <p>8 Internationally Accredited GMP</p>	 <p>1:10 Student Faculty Ratio</p>	 <p>20 Experiential Learning Activities</p>	 <p>500+ Cumulative Faculty Industry Experience</p>
CEO Connect	 <p>60 CEO Endorsements</p>	 <p>30 Senators</p>	 <p>100+ CEO Lectures / year</p>	 <p>3 Global CEO Founders</p>	 <p>15 Global CEO Endorsements</p>
Student Leadership	 <p>15 Club Leaders</p>	 <p>15 CEOs of Pvt. Ltd. company created</p>	 <p>30 Entrepreneurs created</p>	 <p>100 CEOs interview our students every year</p>	 <p>20 Country's Students are on Campus</p>
Infrastructure	 <p>40 Acres Campus Designed by American Architects</p>	 <p>20 State of the art Classrooms</p>	 <p>1 Global Trading Room (Thomson Reuters)</p>	 <p>15 Sports Facilities</p>	 <p>10000 Trees plantation in campus</p>



UBS Mool Mantra

THE UBS ADVANTAGE | Get Connected @UBS

With **Nature** -
40 acres of lush
greenery, surrounded
by mountains, where
you practice green
thinking and
rejuvenate your mind,
body & soul

To **Technology** -
STEM infused
MBA focussed on
future technologies
like AI, ML, Deep
Learning and
Neural Networks

To **Global Thinking
and Knowledge**
- British, French,
American, Italian
and Bulgarian
curriculum

To **Global Markets**
- Trade 100+ live
exchanges at the
Thomson Reuters
trading room

With **Ethical Practices**
- Through the Wisdom
towards Spirituality and
Self Excellence program
at a Meta level where
you create a Self-
Improvement toolkit

With **Global
Alumni Pool** and
build your network
with 80000
Alumni in over
140 countries

With **60 Global
CEOs** getting the
backing of Industry.
UBS is built by
Industry for Industry

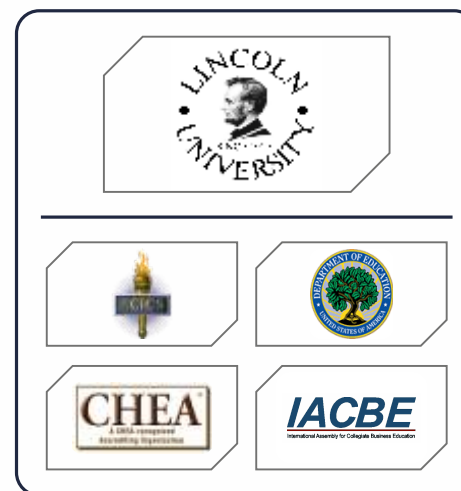
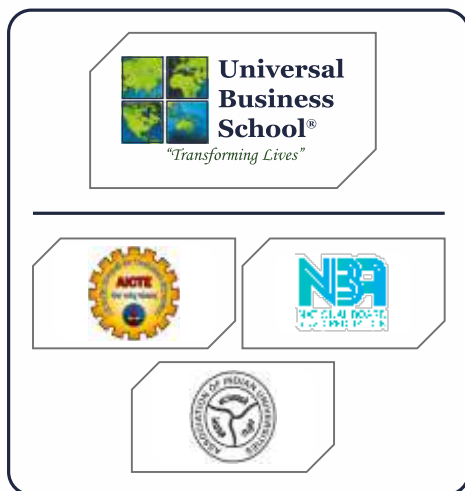
With **Sports and
a healthy living**
and build your
vitality and
sportsmanship

To **Critical skills**
like adaptability,
resilience, agility,
managing complexity,
ambiguity, conflict,
problem solving
and leadership

With **Immersive
Experiential
Learning** through
Case Blazer, becoming
a CEO, CXO of
a Pvt. Ltd. company,
Simulations and
Gamification



Collaborations & Accreditation

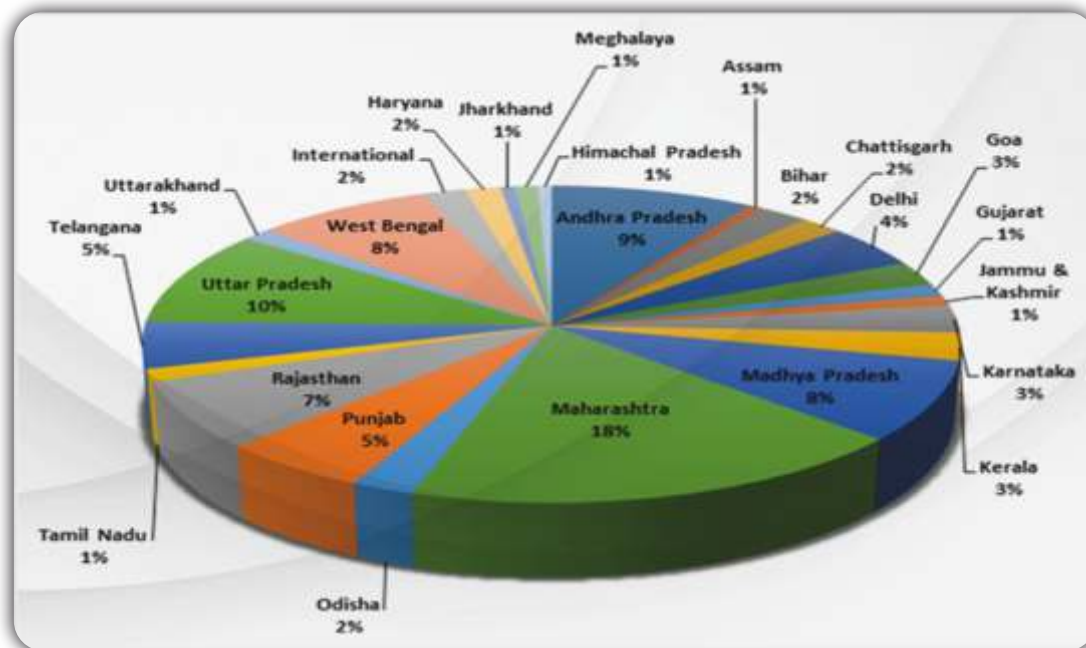


Diversity at UBS

Our Diversity Policy is driven by the belief that it is an important strategy for organisational success, to harness the different types of intelligence / capabilities that are available to us. The Universal Business School values people with different experiences and styles of working, thinking, communicating, challenging, and leading, arising out of working with members of different creeds, ethnicities, sex, race, casts and nationalities. The 'Universal' in our school's name, was derived out of these beliefs. We know that diverse teams are the best teams, as they can make informed decisions, by considering multiple points of view.

At UBS we provide equal opportunities to all. We take pride in our admissions policy which ensures that, regardless of race, gender, sexual orientation, religion, nationality, disability, age or any other protected classification, you will be admitted to the Institution.

We continuously seek to enhance the understanding of diversity issues, by encouraging frank discussion of 'tough' diversity related issues, so that our students and faculty arrive at mature & socially responsible responses. We will encourage our students to deal with conflicting views, by coaching them both in terms of emotional intelligence & respect for others views. We shall ensure that we create an inclusive work environment, at our Business School.



UBS Mantra for Social Responsibility

Economic empowerment means fixing the broken rungs, at the bottom of the poverty to wealth ladder. Every individual must be given the skills, resources and the confidence to take control of their life, achieve their performance potential and benefit from the opportunities of the liberalised economy. We at Universal will develop Human Capital, to become the most valuable resource for addressing the multifarious challenges which are being faced by organisations, in the 'interesting times' in which we live today.

As stated in our propose, UBS is fully committed to ensuring that the leaders of tomorrow are sensitive towards Corporate Social Responsibility, the Environment and are passionately committed towards Ethical Practices, in the conduct of their personal & professional lives. Even in the admission processes, candidates will be evaluated in terms of their attitudes, behaviors & contributions towards societal causes. These aspects will have significant weightage, along with other important criteria like education, work experience & attainments in extra-curricular activities. We do believe that this is critical towards ensuring that our alumni do not merely pay lip service towards these values, but are passionate about their societal responsibilities. We believe that strengthening concern for societal causes in our students will enable them to lead better lives and help the organisations they work for, to become better corporate citizens. We sincerely believe that CSR contributes significantly, towards achieving enduring business success, in the long run.



Building Natural Capital

Renewable Energy



70 % of the total energy comes from our solar park and roof-top systems

Habitats



16 acres of green zone habitat to various flora and fauna i.e. frog species, snakes, birds like humming birds, wood peckers, butterflies

Green Campus



16 acres of dedicated green zone with 7500 plant species

Water Harvesting



3 dedicated water harvesting ponds on 2 acres of land

Clean Energy



Electric vehicle, BLDC efficient technology fans

Solid Wet Waste Recycling



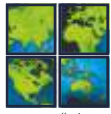
Capacity to recycle 500 kg of Waste

Intelligent Buildings



Double Cladding Walls and Windows to foster the thermos effect





Transformation of UBS

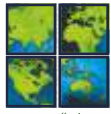
From a Barren Land to a Green Pasture

THEN



NOW





"Climate Change, Global warming is an existential threat to humanity. We have a moral obligation to deal with it!"

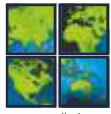
– Joe Biden (46th President of the United States)

THEN



NOW





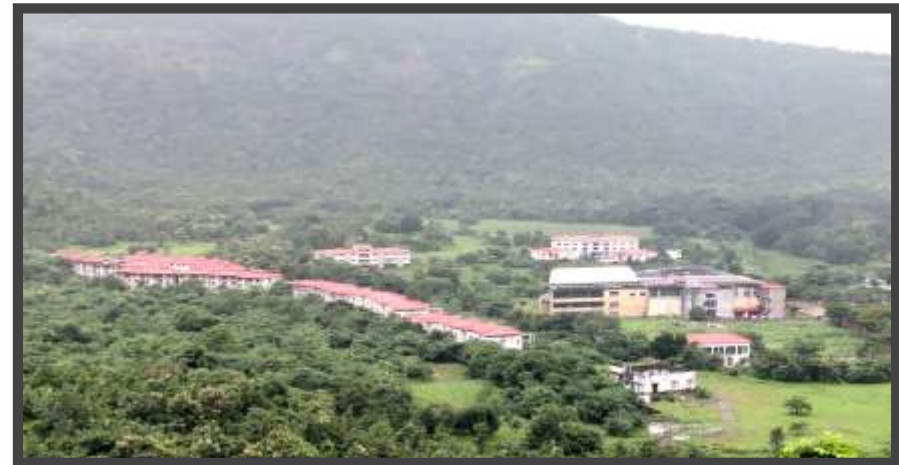
"We must protect & preserve our planet for future generations. Once we find the courage to change, we can create a world that our children & grandchildren can safely inhabit."

– AL Gore (Fmr. Vice President of the United States)

THEN



NOW



Decoding ESG (Environment, Social and Governance)

ENVIRONMENTAL

Energy
Consumption



Pollution
Control



Tackle
Climate Change



Waste
Management



SOCIAL

Human
Rights



Child &
Forced Labour



Community
Welfare



Stakeholder
Health & Safety



GOVERNANCE

Quality of
Management



Board
Independence



Mitigating Conflicts
of Interest



Board
Diversity



ESG Principles



The Context

Rising fossil fuel burning and land use changes have emitted, and are continuing to emit, increasing quantities of greenhouse gases into the Earth's atmosphere. These greenhouse gases include carbon dioxide (CO₂), methane (CH₄) and nitrogen dioxide (N₂O), and a rise in these gases has caused a rise in the amount of heat from the sun withheld in the Earth's atmosphere, heat that would normally be radiated back into space. This increase in heat has led to the greenhouse effect, resulting in climate change. The main characteristics of climate change are increases in average global temperature (global warming); changes in cloud cover and precipitation particularly over land; melting of ice caps and glaciers and reduced snow cover; and increases in ocean temperatures and ocean acidity – due to seawater absorbing heat and carbon dioxide from the atmosphere.

The recently released Sixth Assessment Report (AR6) titled Climate Change 2021 by IPCC (Intergovernmental Panel on Climate Change (IPCC)) has highlighted various concern regarding the increase in temperature and its impacts on planet. The UN secretary general described the rise in temperature as CODE RED on the humanity. The report elaborates on rising sea levels, driven by carbon emissions, are likely to persist for many hundreds of years and the climate crisis "is unequivocally caused by human activities", most notably fossil fuel usage. The report says that if emissions do not fall in the next 20 years, a 3-degree rise looks likely, shattering any hope of containing temperature increase to 1.5 degrees – a key Paris Agreement target.

ENVIRONMENTAL

E



SOCIAL

S



GOVERNANCE

G





Climate Change



Waste & Pollution



Natural Capital



Health & Safety



Society



Human Rights



Corporate
Governance



Stakeholder
Engagement



Transparency

ENVIRONMENT

SOCIAL

GOVERNANCE

ESG

In order to combat the negative impact of climate change various international initiatives have been adopted, significantly the currently held COP-26 that took place in GLASGOW. This international forum saw plethora of scientist, researchers together to help all of understanding the climate change impacts and how can we combat these impacts.

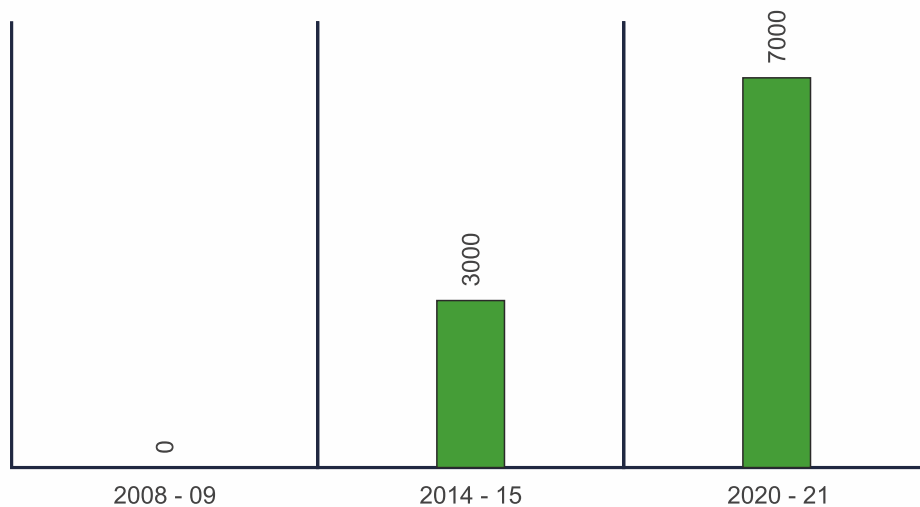
COP-26 also saw the world leaders talking on climate change and its impacts, the Prime Minster of India highlighted what have been done by us as a country to help in mitigating the climate change impacts, how have our country been contributing to nationally determined contributions and how have we been respecting the climate regulations. The Prime Minster also put forth our targets for coming years and also appreciated citizens, institutions for all efforts that have been put together to help in mitigating climate change impacts.

We at UBS have taken this pledge and our manta is "green business school" and we stand by it. UBS is spread over 40 acres of land and when the construction of UBS started in 2008-09, it was completely a barren piece of land with no plantation whatsoever, but



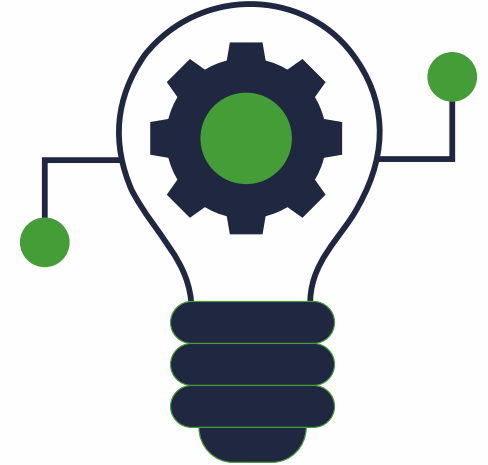
our green mantra drove us towards attaining the green cover of having planted more than 10,000 plant and tree species (fig below). We have multiple agriculture, horticulture and forest tree species planted tighter on the scientific lines of agro forestry system. This plantation drive has not only improved the aesthetic and recreational value of the UBS but we have been able to augment wild life habitats, we can see many wild life species in our green campus. Additionally, this large-scale plantation has helped in ground water recharge.

PLANT SPECIES



Innovative Technologies

have been adopted to reduce the GHG emissions. We have double cladded buildings that reduce the overall temperature indoors and it helps us in controlled use of electrical energy and AC usages. We have BLDC technology fans in place, these fans reduce energy consumption by 50%.



Greenhouse Gas Emissions

is one of the issue global community is facing due to varied reasons, At UBS we have taken a serious note of it. All our operations owe to generate low GHGs, we have large scale tree plantation that helps us in reducing the GHG emissions and also in carbon sequestration.



COVID-19 Pandemic and UBS

Resilience and transformation. "These are two words that characterise Universal Business School in response to the Covid-19 pandemic."

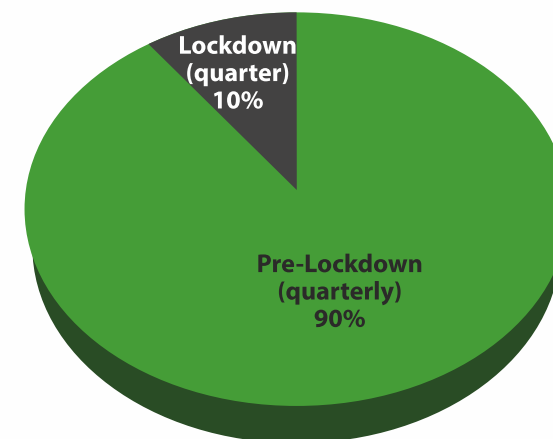
ADAPTING TO NEW CIRCUMSTANCES

In the face of the worst pandemic, we adopted new methods in order to adapt to the challenging circumstances. We had to move all courses and exams online and integrating Zoom into our Learning Management System (Coll Poll) to have an integrated and seamless learning experience for our students. All meetings across the institution for research groups, admissions, marketing were conducted through GoToMeeting, Zoom, Teams & Google Meet Me. We conducted fully online Research conferences, Case Study Workshops and Conferences and all co-curricular events. Faculty and students participated in international conferences and competitions like GBSN, PRME, Enactus and Businet with their focus on ESG Goals. Our Project Roop was in the top 20 social projects amongst 120 B-schools in the GBSN network.

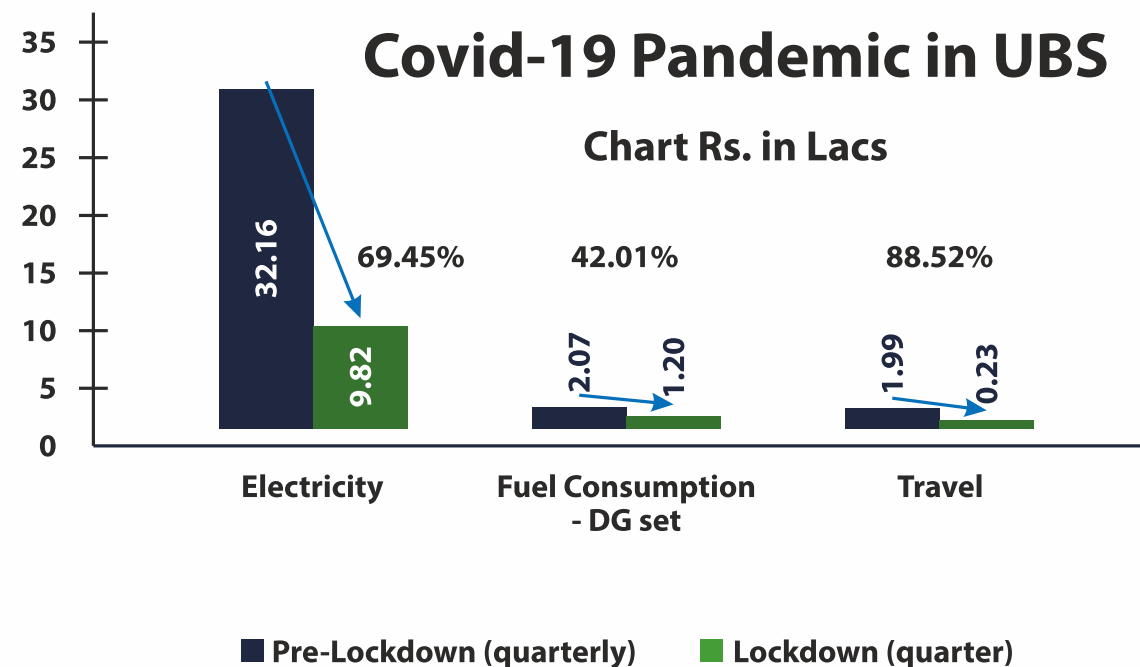


Water (Liters Per Day)

88.89 % age Reduction



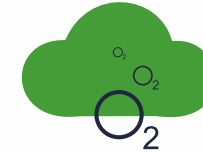
The resilience of both students and staff has been remarkable through this period of rapid transformation. While disrupting student and college life, the measures taken to fight the pandemic have also had some positive effects in reducing UBS' carbon footprint (see table). Universal Business School has also shown social responsibility by conducting social projects like Project Roop towards recycling plastic, Project Panah towards empowering rural woman employment, Project Ikshana towards improving eye care and blindness amongst tribals. The UBS kitchen would make cooked food and the staff would give these out to the tribal population including rations. We also ran a community kitchen to feed the villagers.



Reimagining Sustainability 'The Green Mantra'

Tree Plantations

We call ourselves as green business school, we stand by this as we have been able to plant 10000 different plant species that include forest tree species, horticultural and agricultural crop.



Innovations in Tree Plantations

Scientifically it is termed as agroforestry system, the approach that has been adopted at UBS. We have amalgamated forest tree species, horticultural; and agricultural crops together.





Clean Energy

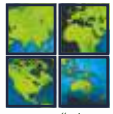
- 300 kilo watts is the total energy we produce from our solar establishment.
- We have solar roof top system in place as well.
- We have been able to install a dedicated solar park in our campus.



Innovation in Clean Energy

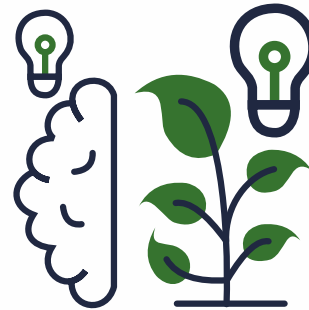
- It is not only a solar park but we use the space as our parking area as well.
- The space is used for other cultural activities.
- Our students get hands-on experience & demonstrations of clean technology goals.





Green Zone

- Our main building is designed by American architect.
- We are a plastic free zone.
- We are a smoke free zone.
- Electric vehicles ply from main gate to administration block, hostels & guest house.
- No outside vehicle is permitted from the main gate.



Innovation in Green Zone

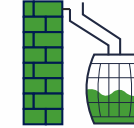
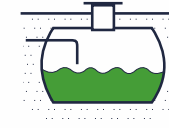
- We consolidate emissions with our stretched plantations across 16 acres of land
- We have 10000 tree species that sequester carbon and other GHG emissions.
- We have BLDC technology fans that consume 50% less electricity than normal regular fans.
- Only steel water bottles are allowed in the campus, one-time plastic bottles are banned.
- We have double sided wall cladding buildings to reduce emissions by 10%.





Water Harvesting

- We have borewells inside the campus and we do not purchase & use municipal water.
- We are in process of creating more rainwater concrete harvesting structures.
- All our water requirements are self-sufficient.
- 3 dedicated rain water harvesting in 2 acres of land.



Innovation in water conservation

- We have drip irrigation, hydroponics and sprinklers all across our plantation sites.
- We have installed Hydroponics setup in our camps.





Waste Management

- We have green and blue dustbins for wet and dry waste collection all across the campus.
- We have installed machinery worth 12 lakh for food waste valorization.
- We have three waste management plants installed inside the campus.



Reuse and recycle mantra at UBS

- Waste water is completely utilized in irrigation of our agricultural crops and flower pots.
- The building material left overs (iron and other) are collected, segregated and sold to local vendor.
- We have reduced 80% of our food wastage over the years.
- The left overs like food wastage is valorized for biogas preparation.
- The food left overs are distributed to our ground and housekeeping staff free of cost



UBS has implemented a holistic solid waste management program that is based on the principles of a circular economy and encompasses the waste value chain. UBS flagship initiative, Wellbeing out of Waste (WOW), focuses on providing an end-to-end sustainable and a scalable solution spanning the entire value chain right from awareness creation to reduce the use of plastic, segregation and collection at source and recycling of the wet solid waste into being turned into black gold—so called because compost, the mixture of decayed organic matter, is valuable as a nutrient-rich soil additive.

The program also creates an additional income stream for waste collectors and the school.



Wet waste collection



Transported to the Waste disposal machine port



Wet waste transferred into the machine



Voila!! After 21 days - We have our treasure ready



Academic Intervention - Green Projects

UBS has designed a credit course Green Project where students have to research the global best practices of companies who have embarked on the sustainability footprint. Students have to answer 4 questions:

1. Illustrate how the organization has integrated its Purpose, Vision, Mission and Strategy to meet the SDG's
2. Demonstrate with evidence how this company has built in Green Practices in the execution of its Strategy across Marketing, Finance, HR, Operations & Supply Chain.
3. Evaluate how the organization has benefited the ecosystem by implementing the various Sustainable initiatives from a People, Profits & Planet perspectives.
4. As a young corporate manager what are the initiatives that you would take in your area of responsibility to influence you and your organization to meet the Sustainable Goals.

Here are some of the companies which were research by our students.



Academic Intervention - UBS SMART Impact

UBS has designed a credit course SMART (Societal Causes Management Aptitude and Responsibility Temperament) to develop empathy and compassion in our students, the critical skills required to be a successful leader by following the triple bottom line of Profit, People and Planet. Students have an immersive learning for 10 days in the rural & tribal villages of Maharashtra where they engage with farmers, villagers and help support and solve problems of Rural Livelihood, Environment, Health and Hygiene and Rural Education,

<https://gbsn.org/new-member-spotlight-ubs/>



SMART PROJECT (Societal causes Managerial Aptitude & Responsibility Temperament)

Brief Outline of the Activity	1	SMART Project is an intensive Social immersive Project where students get an opportunity to experience the Social issues in areas of Education, Health, Livelihood & Environment. These projects are typically for 2 weeks where students gets exposed to the issues at the grass root level working with the NGO's.	Experiential learning Ground level Social & Environmental issues Application of learnings - 1st year Guided immersion
Key Learning Outcomes	2	Demonstrate knowledge & skills needed to identify & solve Social problems which will Impact the beneficiaries. Gain insights in the challenges of implementation in remote locations as well as the opportunities available at the bottom of the pyramid. Solutions to market their products like stone jewelry, bags etc... through e-commerce.	Solve real Social problems Sensitivity to Society Character Development
Skills Developed	3	Sensitiveness to Societal needs, problem solving skills, Rural Innovation, Digital marketing, ability to work with resource constraints, Project Management skills & team-work.	Application of project management tools Active learning pedagogy
Skills measured / Rubrics used	4	Students are measured on the no of beneficiaries impacted during the project. No. of innovations suggested for improvement to the NGO, Project execution in terms of Scope achieved & timelines. The student teams give a final report and presentation to the key stakeholders of UBS & NGO partners at the end of the project.	Social Impact rural Innovation Application of knowledge & skills
Overall impact	5	<ul style="list-style-type: none"> • 1500 man hours per immersion, 50+ Villages, 1000+ beneficiaries. • Generating new business enquiries, Revenue generation, Process improvements • Organic farming, Water conservation, Waste management, Solar Energy 	Corporates will get ready made Socially Sensitive employees already aware of ESG measurements



ENVIRONMENT

**Assisting the eco stove
developed by UC, Berkeley**

**Ground Surveys of Condition
of above stove & reporting**

**Surveying Plants
(Fruit, Spices & Nuts)**

**Problems regarding
different social & community**

**More Planting options
& survival techniques**

**Community Integration
through villagers meeting**

Impact - Farmers were communicated the best of the practices of marketing for their yield. They agreed to create a community - based marketing mechanism. Farmers were also suggested & helped to encourage them for water conservation and waste reduction of water.



HEALTH

520 TB suffering patients were mobilized & impacted | **Total Villages covered were 12** | **548** Beneficiaries covered under Good Health & Hygiene 274 Hand wash + 274 Toothbrush | **Total Informative Activities done were 13**

340 Beneficiaries were impacted in Dental Activities & Awareness along with 300+ toothbrush distribution | **700+** Beneficiaries were impacted & mobilized in Eye Screening | **5** Role plays were done covering the topics like Child Marriage, Drug Addiction, Importance of Education



EDUCATION

No. of villagers
covered **15**

Beneficiaries
Mobilized **200**

Major successful achievement was in proving the fact
" Padhega Likhega India Tabhi to Badhega India"

Collaborative team effort was shown at the time of
parents training when we got a positive response
from them, gave us the life changing experience

Spreading the air of awareness among the parents
and children in the spheres of sanitation, adolescence
and addiction which proved to be impactful



LIVELIHOOD

Generated close to

2000

enquiries

10

Street plays in
different villages

Successfully mobilized nearly

140

beneficiaries

Secured Order of

15000 & 2800

cloth bags

paper bags

Visited schools & educated students about the importance of computer education

Sales of Jewellery in Matheran Market



CLEANLINESS DRIVES

Adopted Karjat Railway Station and regular cleanliness drives

Regular On Campus cleanliness



Pro Bono Consulting

Students of UBS engage in a Consulting Aptitude Project (CAP) which is a mandatory credit experiential learning course in Year 2 of their PGDM program. They engage with SME's and MSME's and help them solve their business problems through a consulting assignment. Due to COVID-19 in 2021, our students did these projects pro-bono and helped small enterprising who had been severely affected by the pandemic with innovative solutions. 232 PG students participated in 42 consulting projects.



**ASSOCIATED
LIGHTING
COMPANY**



GREECO Learning (**GREEN** Eco-friendly Classroom)

"A classroom outside the classroom"

Teaching and learning become student-centric and inherently spontaneous when moved from the confines of the classroom set-up to outside the classroom learning. Precisely from a conventional set-up to an unconventional set-up. It has been witnessed that a creative and stimulating environment helps students to become more creative, imaginative, and expressive. GREECO was created with a strong belief that ***"Some lessons are best to learn when they are taught outside the classroom"***.

Mission: Stimulate creativity by breaking conventional methods of teaching. Drive unconventional methods focused on student-centered learning approach and integrate Innovative style of teaching in the PGDM & International courses at UBS. GREECO is an endeavor to contribute to experiential learning pedagogy and to align with environmental concern, one of the core values of UBS.



GOALS

Reduce environmental liabilities to save the environment

Facilitate students to thrive and grow their imaginations

Encourage students to voice their creative thoughts

Facilitate students to develop interpersonal skills

To provide students with a unique learning model which ensures engagement, Innovation thus leading to a greater impact

Enhance students' creative abilities and encourage creative contributions

Enhance deep active learning



Co-Curricular Activities – Leadership Development Potential



As part of the Leadership Development Potential (LDP) course which is a credit course, each student is part of a club & has to contribute towards the development of a club and participate in institution building by learning administration of departments of UBS.

Universal Innovation Council (UIC) has developed a Director's Cut competition.

Students made innovative creative videos on the Green practices done by Universal Business School. A series of videos were then posted on social media and boosted to amplify the impact. This allows students to Research on the sustainability best practices that the institute follows and create a storyline to bring these practices to life.

**Organic
Farming**

**Green e-vehicles for
mobility on campus**

**Waste recycling
through composting**

**Paper Free
Campus initiatives**

**Tree
Plantations**

**Intelligent
buildings**

Team Renaissance March 2019
- Director's cut Breaking up with fossil fuel



Team Bio Us Director's Cut 2019
- Breaking up with fossil fuel



Team Green Gang Director's Cut March 2019
- Breaking up with fossil fuel at UBS



Project ROOP



We have started a project called as ROOP (Recycle Our Own Plastic), in 2020 by Enactus UBS aims to tackle the problem of plastic waste by recycling and up cycling the plastic to make new and innovative products out of it and reduce the impact of plastic waste on society.

The product is in the early stage of testing and once done we will be able to save the plastic bottles from going into the dumping grounds and polluting the environment. This product carries a number of benefits for the customers as they can produce herbs, flowers etc., at their homes without any hassle so they don't need to visit the market. This product does not occupy much space and can be used by every customer. Hydroponic farming is also said to use 80-90% less water than traditional farming.

Project ROOP has also started a podcast series called "Make It Green" to increase awareness about plastic recycling and how plastic can become a potential threat if untreated. Through this podcast, we bring to you industry leaders, young and enthusiastic environmental activist and many more who speak on these issues and give possible solutions to us to make our mother earth more sustainable and greener for future generations.

Project ROOP also conducted cleanliness drives in two cities Chennai and Mumbai where we collected plastic from our neighborhood and sent it for recycling.





Project ROOP Prototype

We at Project ROOP have also conducted a fundraiser event called Redesign to Reuse, where the participants were asked to redesign an old plastic bottle or a container from their home and turn it into a new product which can be used by them in their daily routine. The participation was overwhelming and we saw new and innovative products made by our participants. Project ROOP has come up with an innovative product, hydroponic farming in waste plastic bottles.

At UBS we don't consume municipal water we have our own bore wells that caters our needs of water. We have built more than two large scale water harvesting structures, one to harvest rain water and other is to provide habitats to marine ecosystem species.

Other initiatives in green mantra include waste management, free plastic campus, and usage of electric cars in the campus.



Mumbai Diary: Thursday Dossier | June 2021



Rotaract Club Initiatives

Rotaract Club of Universal Business School is giving tribute to the creator of the human race "Women" by an exciting game of Quiz and Extempore with the theme '**STAND UP FOR CREATORS STAND UP FOR WOMEN!**'

- Close your eyes and bring out the feminist inside you.
- Think about the women who changed the face of our society.
- Speak your heart out whenever you need to speak for Women.

VISITING OLD AGE HOMES: A group of students visited two old age homes namely, Shivashray Adhar Ghar and Krishnarao Vridhaashram.



UBS Model United Nations (MUN)



Universal Business School Mumbai, in collaboration with ELC & UIC hosted UBS Model United Nations from 27th-28th September 2021 in campus premises. The conference hosted more than 120 delegates representing member nations of United Nations & discussed agendas revolving around world politics, health crisis & human rights. The conference benefited the learners in many ways. Improving leadership skills, public speaking skills, learning outside of the classroom context, strengthening ability to negotiate & debate, engaging in regional & international interconnectivity & learning about the value of multilateral discussions were few of them.

United Nations Human Rights Council (UNHRC) Agenda: Addressing the rights of LGBTQIA+

- Universality, Equality, and Non-Discrimination of LGBT
- Social ostracism and hate crimes
- Status of LGBT (criminalization or decriminalization) in respective nations
- Measures were taken by the UN in the past
- Steps to ensure LGBT rights



World Health Assembly (WHA) Agenda: Universal Health Coverage with reference to ongoing COVID-19 Pandemic

- How to provide adequate health coverage at the time of COVID-19
- Provisions for health coverage to underprivileged
- Steps were undertaken by nations to reduce contamination of COVID-19



Building Social Capital



Women Empowerment

50

local tribal women
in our work force



Social Empowerment

550

tribal community members
are included & empowered in
our inclusion & diversity project



Livelihood Development

314

local tribal farmers empowered
through capacity building



Health and Hygiene

500

local tribal children educated
on health and hygiene activities



Reimagining The Social Contract

Universal Business School has been striving high to put forth all its genuine efforts for the social responsibility. It has always taken care of ensuring that all its operations are ethical and beneficial for society.

To this end various activities have been carried out in the form of small development project under the aegis of ENACTUS. We have put together projects likes PANAHA, IKHSHANA among others to make our social development initiatives visible and impactful.

Some of the major highlights that our projects have been able to make as achievements are given in box presented below.

Women empowerment, child development and social activities

- About 50 local tribal women have been provided jobs inside the campus.
- As part of our social responsibility our PANAHA project has empowered more than 350 farmers and their annual income has increased from 2k to 4k due to our various interventions.
- During floods we have provided daily utility items to more than 100 families.
- We have provided full salary to all our housekeeping, ground staff and faculty members without any fail.
- All our working force in infrastructure are sourced locally.
- We have partnered with ENACTUS and through this initiative we have provided eyeglasses to more than 500 old people suffering from blindness.
- Our students have trained more than 500 local tribal children in various health and hygiene activities in collaboration with local NGO.
- During covid pandemic we have provided food and other items to more than 100 families.
- Concrete road has been built that connects various villages to the main road.
- All our basic infrastructure material is procured from the local vendors to provide them livelihoods.

The social development initiative by UBS has been a collaborative, we have partnered with many local NGOs and engaged our students to make these projects impactful. Adding more to this in August 2020 when the COVID-19 pandemic was at its peak, eight students from Universal Business School initiated sustainable business project "Panah" with an aim to produce eco-friendly low-cost face masks whilst providing employment opportunities to women working in the informal sector.



Project PANAH

"Panah" is one of our very first projects in the sustainability space. We chose Karjat in Maharashtra to begin with because of higher feasibility. Maharashtra was one of the worst hit states and the project aimed to protect people during the pandemic. To make this project self-sustainable and impactful, the seed funding for project Panah was initiated and it was put up on a fund-raising website, MILAAP and with the efforts of the team members, a sum of Rs. 27,060 was raised to begin the production and operations.

Panah has collaborated with Light of the Light Trust (LOLT) an NGO for the manufacturing centre for sewing, warehousing facility for the mask making and skilled beneficiaries to ensure a smooth flow of operations. In return, the project pays the NGO an administration cost. Students procure all the raw material from a wholesale market in Mumbai. At present the project has generated employment for 30 women who stitch eco-friendly cotton face masks and are given fair compensation for the same. Project Panah generated INR 50,000 revenue until July 2020 and attained breakeven in the fiscal year 21-22 Quarter 1. For the expansion of the project, the team has been working on fruitful collaborations within the Enactus community and NGOs from different parts of India. Panah has collaborated with Enactus ADGTM for a Media Partnership wherein all the products are featured on 'Darpan', an online store by Enactus ADGTM from April 2021 to October 2021.



Project IKSHANA



Our other initiative that has been initiated has got an overwhelming response from the beneficiaries. **"Ikshana"** is a Sanskrit origin noun that means Vision, Care and Superintendence. Our goal is to primarily increase awareness about preventable blindness, by training women in and around Karjat to conduct door to door eye screenings.

Project Ikshana, an Enactus UBS project in collaboration with **Enactus University of Wisconsin-Whitewater, USA (UWW)** aims to provide means of combating preventive blindness to the marginal groups of the society by training women to provide low cost, door-to-door eye screening facilities and helping people get treatments done with the help of our medical partners.

To bring our vision into reality, our business partner, UWW, USA ENACTUS provided us with the necessary support to launch this initiative. We have recruited rural women with the assistance of LOLT, Light of Life Trust – (Our Human resource Partner), & are currently in the process of training them with the help of Vision Foundation to conduct eye screenings. We have also received a grant of 3000 USD from Anita Roy-Shreshta & Dr. Dominic Shreshta via Combat Blindness International. Essilor has committed to provide us with 1000 free eyeglasses. The testing phase of our project has already started with the sample size of 50. Further beneficiaries holding orange or yellow color ration cards will be provided free medical aid by Vision Foundation of India. Under our project, we will also provide eyeglasses to the people suffering from refractive errors of our own brand Ikshana.

This project has been lauded internationally as it was among the top twenty entries for the **Global Business School Network (GBSN) 2021** award.



Social Wellbeing Initiatives

"Sharp decision making has a lot to do with your happiness. This, in turn, is ensured by good health, inspired living and good sleep. We would like our students to know this from an early age," - Tarun Anand, Chairman, Universal Business School.

Recognising the importance of balance and contentment in their students, Universal Business School Mumbai launches its own 'Happy Campus Project'. The projects aim to create a healthy and positive learning environment that removes barriers to learning, builds student drive and contributes to their holistic development.

The objectives of the Universal Business School Happy Campus Project are:

1. To reduce factors that can be common barriers to student learning.
2. To create a happier environment on campus that drives the overall growth of students.
3. To promote holistic development in line with the UBS Vision of 'transforming lives'.
4. To improve students' overall experience by maximising factors that ensure engagement.

The Happy Campus Project workshops and sessions comprise the following:

5. **'Let's Talk Mental Health'** is an awareness workshop that is a part of the student onboarding program.
6. Planned Counselling Sessions – Every new student goes through one session with the Campus Counsellor which will be an informal interaction with a view to understanding the student and how he/she functions.
7. Voluntary Wellbeing Counselling Sessions – These are self-initiated sessions, scheduled for students who intend to seek therapy or do self-work.



There is a lot of impetus on the 'Student Community Engagement' itself, via

- Events to promote student community-building (bonfire, open mics etc.)
- Life skills & holistic development classes on relevant & topical subjects
- Self-Evaluation wellbeing survey on CollPoll (campus technology)
- Students support groups / group therapy sessions
- Weekly physical health challenges
- Group walks & treks on campus
- Weekly student wellbeing newsletter
- Group student wellness coaching



Other Social Development Initiatives

The UBS has catered to the societal need particularly those living in the vicinity of our campus at Karjat. During rainy season it was very difficult for the villagers that live in close proximity to UBS to travel outside of their villages to nearby hospitals, markets and other avenues due to damaged road. UBS took up this initiative to help the locals by building up the concreted road that connects villages to the main road, we aim at harmonising the society that is our mantra.

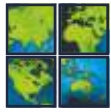
During devastating floods last year UBS was at the forefront to help the needy people who have lost their homes and other utilities, we provided food to more than 100 families' in order to safeguard their lives.

In COVID-19 outbreak, when almost each institute was at the back foot, also considering the impact of COVID in Maharashtra UBS came forward & put forth its humanitarian duty by helping people those who dwell in vicinity of our Karjat Campus by providing face masks, sanitizers & most importantly the awareness regarding the negative impacts of COVID-19 & how can it be minimised.

"It has been our mantra since we started our operations at UBS Karjat, we have been duty bound towards society development and we owe to continue more such initiative that help local people in our future endeavours."Tarun Anand, Chairman UBS.



Concrete road built to Kushiwali Village



Snippets from Our Social Development Initiatives



Computer
training to local
children by our
team in Karjat



Team UBS
interacting with the
local tribal women as
part of our project
PANA initiative



Team UBS interacting
with the local children
as part of health and
hygiene awareness camps



Reimagining Ethics and Governance at UBS

The governance philosophy at UBS is embedded into its core values. It lies on the values of trusteeship, transparency, ethical corporate citizenship, empowerment & accountability, & control.

In governance & ethics, the students are our top priority, to keep them embedded with value, conviction & mission of UBS various co-curricular activities & clubs have been formed. The active engagement of students is making them ready to be our future sustainability leaders, we are infusing all sustainability practices based on our daily activities within our pool of students.

We have added experiential & community learning part in our curriculum so that students get acquainted with the real & ground-based problems, find solutions & implement them.

To make student socially active & team players we have fabricated a full-fledged training centre under the leadership of Brig. Prof GPS Cheema. He has been exceptional to provide students with the real battle field exposure to make them ready for the corporates.

We have in place many committees headed by students to get more active in governance aspects, say no inequalities & prosper for a better future.

50% of leadership are Woman Leaders
#EduWomensLeadershipChallenge
To all Dean's & Directors of Universities & Business Schools



Dr. Asha Bhatia
Director - Research



Prof. Elora Basumatary
Director
- Cardiff Met. MBA



Dr. Waheeda Sunny Thomas
Deputy Program Director
& Head Student Engagement



Dr. Pranjali Madhur
Controller of
Examinations



Salma Nasr
Head
- International Alliances



Prof. G. Suman
SVP - Corporate Relations
& Head - Placement



Jyoti Nihalani
AGM
- Marketing



Beeba Anand
Head of
Infrastructure & Design



Vani Bhalla
Head of
Content



Sonal Kantaria
Head of
Admission



Paramjeet Kaur
Sr. Manager
- East Zone



Sonica Agrawal
Sr. Manager
- South Zone



Our Governance Mantra

1

We have equal representation of women and men in our Leadership Team.

2

We have dedicated student's handbook with all required and necessary instruction for students' overall conduct.

3

We have dedicated faculty handbook with all required and necessary instruction for students' overall conduct.

4

We have dedicated anti-ragging committee headed by senior professor with equal representation of male and female faculty members.

5

We have sexual harassment committee headed by a senior female professor with equal representation of male and female members.

6

We believe in equality, transparency, innovation and accountability, for this we follow bottom-up approach that provides voice to each stakeholder right from the bottom.

7

We have various cultural and environment clubs for students.

8

We have class representatives, class coordinators for each UG and PG programs to voice their concerns.

9

We conduct town hall faculty meeting every three months to felicitate the top performers.

10

We have posters and banners placed all across the campus on anti-ragging and sexual harassment.



Research Focused on Sustainability

Title: State of the Art of Corporate Social Responsibility Practices and Sustainable Development Goals in India During the COVID 19 Pandemic

**SPRINGER
NATURE**

Abstract: COVID 19, a pandemic that initially erupted in China, spread across the world in months & led to the mortality of millions of people. The pandemic has evolved like a multi-layered trap for the developing & populated nations that lack resources & infrastructure to tackle this catastrophe. India, being a developing nation, got impacted by COVID 19 very severely, killing millions of people, & displacing & impacting the livelihoods of millions. To take control & tackle the situation, the government announced a nationwide lockdown for more than a month. Further, to control the impact on government-developed infrastructure, it sought the help of the corporate sector from which they received a grant via means of corporate social responsibility (CSR). The government came out with a series of notifications to facilitate the inclusion of COVID 19 in the CSR aspect which is discussed in detail in this paper. COVID 19 also has affected the achievement of the Sustainable Development Goals (SDGs), which also has a direct link with CSR. The paper also walks through the effect that COVID 19 has had on all the 17 SDGs & how CSR can facilitate overcoming that. Overall, this paper talks about the state of the art of corporate social responsibility practices & Sustainable Development Goals in India during the COVID 19 pandemic & the future landscape.

Publishing house: Springer Nature https://doi.org/10.1007/978-981-16-7614-7_11

Published In: In a book entitled "Emerging Economic Models for Sustainable Businesses"

Title: Sustainability of agri-food supply chains through innovative waste management models

Abstract: Food waste is considered as one of the major constraints in our efforts to achieve global food security. The FAO estimates that, across the globe, one-third of food produced for human consumption is lost or wasted, and this amounts to about 1.3 billion tons of food per year. There are various reasons for this wastage from the production to consumption stages, depending upon the food type and country of origin. Food wastage is seen in developing and developed nations



nations but, primarily in developing nations, it is due to inaccessibility to proper technologies and inefficient supply chains. To tackle the food waste menace the alternative utilization has come up in recent past by means of valorisation techniques. This research has identified various valorisation techniques used across the globe for putting food waste into some major uses. This research has also contributed a framework highlighting various ways of reducing food waste and losses.

Publishing house: Elsevier <https://doi.org/10.1016/B978-0-12-824044-1.00039-8>

Published In: In a book entitled "Valorization of Agri-Food Wastes and By-Products"

Title: Structural Equation Modelling to Understand the Impact of Various Components of CSR and the Benefits to Stakeholders



Abstract: In the last many years academicians and business practitioners have shown their interest in the study of the activities of Corporate Social Responsibility (CSR). This study describes a deeper understanding of the CSR parameters on the benefits to the stakeholders. It explains the direct effect of the various independent variables like 'Encourage Employee Volunteer - kinds of incentives', 'Improve Employee Welfare and Labour Relations', 'Companies/Organizations communicate the Policy to the stakeholders' and 'Adoption of CSR practices by Companies/Organizations' on the dependent variable benefits of CSR to the stakeholders. We had also studied the impact of the variables, that is, 'Encourage "Employee Volunteers", kinds of incentives', 'Companies/Organizations communicate the Policy to the stakeholders' and 'Adoption of CSR practices by Companies/Organizations' on Employee Welfare and Labour Relations. The outcomes of the research model depend on the data collected from 349 employees across local and international organizations in India. The respondents are employees of various organizations working at different levels of management. This study focuses on middle-level managers. The major findings suggest the positive impact of all the activities of CSR on benefits to the stakeholders. Out of the four CSR activities, Adoption of CSR practices by Companies/Organizations is the strongest predictor followed by Employee Welfare and Labour Relations, whereas the CSR activity Encourage 'Employee Volunteers', kinds of incentives has no significant impact on benefits to the stakeholders.

Publishing house: Sage Journals <https://doi.org/10.1177%2F09722629211050317>



Presentations at International Research Conferences

- 1) An international conference was held in March 2021, this conference had various themes on which plethora of experts from around the world enlightened the participants. One of exciting conference themes on Social Entrepreneurship was icing on the cake. Under this theme a presentation was made by Dr. Choton Basu, & Dr. Balaji Sankarnarayanan highlighting that social entrepreneurship is quickly becoming a crucial approach to address challenges in communities and situations, where government or the (private) for-profit organizations. This project in India focused on testing a sustainable business model for fighting blindness and related issues in 2 rural regions in India. The initial results from the pilot study indicate that this could be a viable option for a solution in the region. This model potentially can be scaled to other regions in India and other countries.
- 2) Our faculty colleagues Dr. Muneer Ahmad Magry & Dr. Asha Bhatia presented the sustainability practices adopted by Universal Business School at ENACTUS Academic Leaders Symposium 2021. The presentation highlighted various initiatives under Environmental, Social & Governance domain that have



been carried out by UBS. The environmental initiatives included tree plantation on the lines of Agroforestry systems, drip & sprinkler irrigation systems, water harvesting & solar park. The initiatives under social category included various projects (Ikshana, Pannah) that have created an impact in lives of women by earning secondary incomes. Under governance various initiatives like anti ragging committee, sexual harassment committee, students & faculty handbooks, balanced representation of male & female staff in the organization. This presentation was very well taken & appreciated by the session chairs & participants.

- 3) Our faculty colleague Dr. Muneer Ahmad Magry presented his research work on climate change impacts on livelihoods of tribal at Commonwealth Conference, **University of British Columbia, Canada**. In his presentation Dr. Magry highlighted how changing climatic variabilities have created impacts on the livelihoods of tribal communities' in eastern and central India. His research highlighted various coping mechanisms that can be used by tribal communities against adverse impacts of changing climate.
- 4) Our faculty colleague Dr. Muneer Ahmad Magry got his poster accepted at **World Forestry Congress, Republic of Korea**. This poster highlights the need of entrepreneurship & social development of tribal communities in eastern & central India.



- 5) Our faculty colleague Dr. Muneer Ahmad Magry got his poster accepted at **World Forestry Congress, Republic of Korea**. This poster highlights the need of entrepreneurship & social development of tribal communities in eastern & central India so that their livelihoods are sustainable.
- 6) Our faculty colleague Dr. Muneer Ahmad Magry got his poster accepted at **University of Warsaw, Poland** in a conference entitled "Natural & Cultural Heritage in Forest". The research work highlights the need of mainstreaming tribal communities & create entrepreneurship & social development for them so that they have sustainable livelihoods.
- 7) Our faculty colleague was inducted as Board of Directors & VP at Global Network for Sustainable Development a think-tank & NGO based at **Arizona State University, USA**. This think-tank works across the globe on sustainability & its aspects by creating awareness among the youth & mainstreaming them in adopting the sustainability precipices in their daily life.

International Impact



Patents

Agritech wonder: An eco-friendly alternative farming system that uses IoT to produce organic fertilizers

Apart from the obvious protection offered to both the environment such as improved soil fertility, better water quality, prevention of erosion, reduced energy use, and CO2 emissions, it also generates rural employment



Dr. Pranjali Madhur

Associate Professor and HOD-HR, Universal Business School, Mumbai, and her research team of 15 have invented a method to produce organic fertilizers with the help of IoT for sustainable farming.

The Innovation

The innovation is intended to help Indian farmers become independent and also spread awareness with regards to organic farming and its benefits, after the teams' initial research showed that Indian farmers are unaware of the technological innovations that have been taken place in the agricultural sector.

Her process is self-sustainable, which includes solar panels for power supply, a system that produces organic fertilizers, and a mobile phone app that any literate or illiterate farmer can use sitting at home. Farmers can use the system to monitor the sensors and create and measure the exact proportions of fertilizer contents that as and when required for crops.

"I have worked on developing an eco-friendly alternative farming system, because chemical fertilizers cause waterway pollution, chemical burn to crops, increased air pollution, acidification of the soil, and mineral depletion of the soil. It's time we thought about whether plants are getting balanced nutrition, so that we in turn can get the same," Dr. Pranjali

We have the potential to become the world's no.1 organic exporter in the world. In order to facilitate this, we must protect the quality of our soil



Partnerships and Dialogues

During the pandemic UBS became hyperactive in reaching out to global networks towards enhancing our learning by bringing global best practices to India and demonstrate the work we have been doing towards furthering our ESG goals.



GBSN - UBS became a member in 2021 of the prestigious Global Business School Network (GBSN) & UBS faculty & students participated actively in two Global **GBSN** conferences in 2020-21. There were exceptional discussions from leaders from the leading B-Schools in the world which provided several ideas. Our students were amongst the Top 20 ESG projects shortlisted at the GBSN Conference 2021. Our chairman presented the SMART project to delegates from over 40 B-Schools & universities at the GBSN Skill Development through Experiential Learning workshop in 2021.



PRME - UBS became a member of Principles of Responsible Management Education (PRME) in 2021. UBS Faculty & students participated in the **PRME** Indian Conclave & learnt of the best practices followed by leading Indian B-Schools. UBS student Chandsi Sharma participated in a Panel Discussion talking about UBS student ESG initiatives as well as UBS sustainability initiatives.

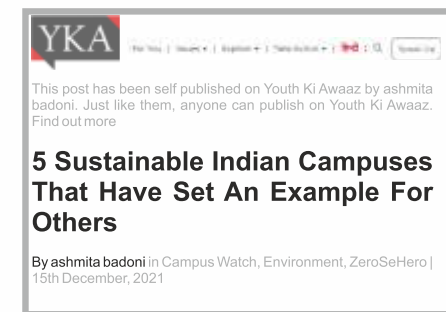


PIR - UBS has entered the Positive Impact Rating (PIR) in 2021. The **PIR** seeks to contribute as a lever of change to the transformation of the B-School landscape. This was with objective of getting an independent global rating agency to study the impact that we are making as an institution towards pursuing our ESG goals.



ESG Thought Leadership

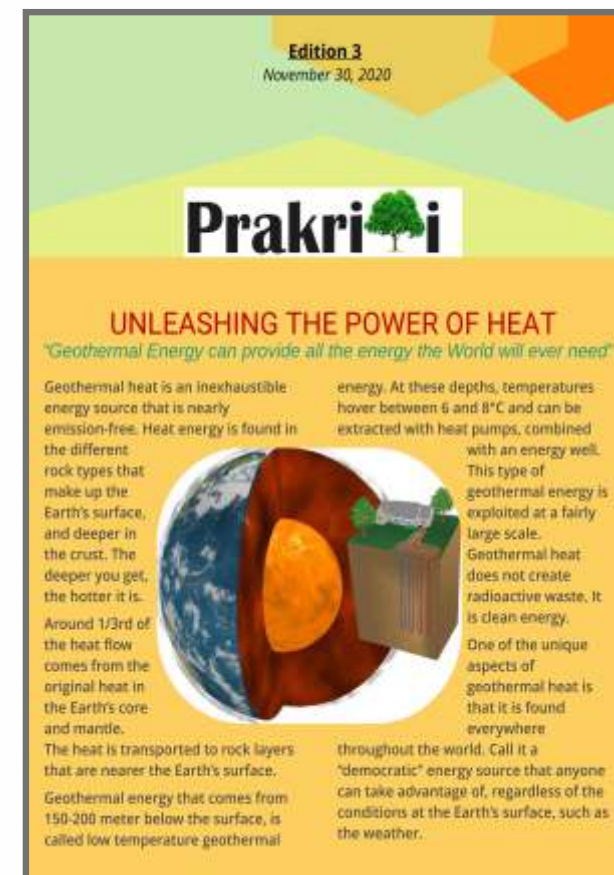


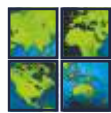




Prakriti Newsletters

Environment Newsletter "Prakrati" written by UBS students from the Environment club Highlighting sustainability initiative on campus & key environmental issues.





Sustainable Development Goals & Our Standings

The global community is at a critical moment in its pursuit of the Sustainable Development Goals (SDGs). More than a year into the global pandemic, millions of lives have been lost, the human & economic toll has been unprecedented, & recovery efforts so far have been uneven, inequitable & insufficiently geared towards achieving sustainable development. The current crisis is threatening decades of development gains, further delaying the urgent transition to greener, more inclusive economies, & throwing progress on the SDGs even further off track.



At UBS we aim at promoting sustainability & achieve sustainable development goals in all forms. We have envisioned various initiatives right from green pasture to innovative clean technologies. From social development to resilience & governance aspect, we have embedded sustainability in our core values, conviction & mission.



Research conducted for finding out tools of livelihood development for Tribal Communities. Launched social development projects like PANNAH, IKSHANA (Enactus) which created livelihoods to 500+ tribal women. Spread awareness around the world to end poverty e.g., Faculty delivered a session on sustainable livelihoods and tribal empowerment at Global Summer School (Global Network for Sustainable Development, USA).



Distributed the food leftovers to our housekeeping staff free of cost. Provided daily utility items to more than 100 families. Ran a community kitchen for staff and villagers during Covid.



Conducted awareness camps on prevention measures on Covid. The ground staff and nearby villages were provided masks and sanitizers. Conducted a dental activity in which 340 beneficiaries were impacted along with 300+ toothbrush distribution. Eye Screening initiative was launch in which 700+ beneficiaries were impacted and mobilized in Eye Screening.



Deployed green curriculum to inculcate 'green thinking' in students. Develop pioneering courses like Green Finance, Green Marketing, and Green Operations & Logistics.



5 GENDER
EQUALITY



Employed 50+ local tribal women in our work force. Spread awareness of gender quality by making dialogue on LGBTQIA rights that aimed at Universality, Equality, and Non-Discrimination, Social ostracism and hate crimes. Formed POSH committee with a external female member who is a NGO head working in the area of women and child development.

6 CLEAN WATER
AND SANITATION



We have 2 dedicated rain water harvesting dams across 2 acres land. Borewells inside campus provide water. We have three waste management plants installed. We have green & blue dustbins for wet & dry waste collection in campus. We have installed machinery worth 12 lakh for food waste valorization. Installed Hydroponics setup in our campus. We have drip irrigation & sprinklers all across our site. Waste water is completely utilized in irrigation of our agricultural crops & flower pots.

7 AFFORDABLE AND
CLEAN ENERGY



Installed rooftop and carport solar panels providing 70 % of the total energy requirements. Approx 300 kilo watts is the total energy we produce from our solar establishment. Innovative green technology deployed to reduce energy consumption by approx 30%. We have electric vehicle on campus, used for transportation across campus. Faculty participated in ETs SDG Summit to talk about net zero and clean energy alternatives.

8 DECENT WORK AND
ECONOMIC GROWTH



Organized International Conference (Mar '21), on Social Entrepreneurship. Faculty published a research article that highlighted the need of mainstreaming tribal communities and create entrepreneurship and social development for them so that they have sustainable livelihoods.

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



Constructed two residential apartments for faculty and residential housing inside the campus for around 500 students. By providing such, the students do not use public transportation or their own vehicles to keep coming and going for work / classes which reduces the impact on climate change.

10 REDUCED
INEQUALITIES



On world disability day we conducted a session on disability to spread the awareness and Respect towards disable people.

11 SUSTAINABLE CITIES
AND COMMUNITIES



Implemented an initiative to go green & paper less in which all official communication, documentation has gone online. Collected building material leftovers (iron & other) & sold to local vendor. Food leftovers is valorized for biogas preparation. Created innovation in turning wet waste into black gold, manure.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Installed two machines that are being used to valorize food wastes into biogas. We have reduced our food waste from 40kg/day to 50kg/day.

13 CLIMATE
ACTION



We have 10000+ plant species, various wildlife habitats, sequester a good amount of carbon, release very less GHG emissions. We have water harvesting plants, we have solar park that allows us to use electric energy.

16 PEACE AND JUSTICE
STRONG INSTITUTIONS



We launched our first ever happy campus project which aimed at holding peace among the students and ensure good health, inspired living and good sleep.

17 PARTNERSHIPS
FOR THE GOALS



UBS ESG report got featured on GBSN Website. UBS is a signatory of the UN Global Compact 'PRME' – Principles for Responsible Management Education. We hired a faculty member whose specialization is in environmental science and is the Vice President of Global Network for Sustainable Development USA.

**High
Performers**

**Medium
Performers**

**Low
Performers**



Green Credentials



**TOP 5
GREEN
EDUCATION
INSTITUTES
IN INDIA**

indiatoday 



**INDIA'S
1st
GREEN
B-SCHOOL**



**5
SUSTAINABLE
INDIAN CAMPUSES
THAT HAVE SET
AN EXAMPLE
FOR OTHERS**





ESG Objectives

- 1) Responsible Management Teaching Materials – Increasing the number of ESG focused case studies & materials in consultation with faculty
- 2) Engagement with PRME Indian Chapter – Active participation in projects and initiatives
- 3) Developing the UBS SDG Dashboard
- 4) Fostering an Annual Research Conference on Green Economy
- 5) Ensuring New Case Studies written by Faculty have an ESG lens
- 6) Continue to publish research and impact conferences through thought leadership on ESG subjects
- 7) Continue to write articles on ESG
- 8) Green Objectives
 - a) Reduce Carbon Footprint through adoption of new technologies
 - b) Further invest in rainwater harvesting techniques
 - c) Ensure effective solid waste recycling
- 9) Further Develop Student engagement in ESG projects
- 10) Social Objectives - Ensure larger impact on communities through Enactus, Rotaract, Ethics & Governance Club, Environment Club & SMART projects
- 11) Governance Objectives – Ensure that all Governance standards are followed with a continuing strategic focus on Sustainability



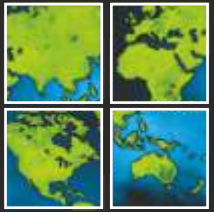
Conclusion – COVID and Climate Change

Bill Gates argues that in terms of the death toll, climate change is as bad as COVID or will be soon. In his blog [gatesnotes.com](https://www.gatesnotes.com), he demonstrates that climate change will cause 14 deaths per one lac people by 2060, the same as the COVID toll.

Therefore, just as we need new tests, treatments, & vaccines for the novel coronavirus, we need new tools for green energy & sustainability: zero-carbon ways to produce electricity, make things, grow food, keep our buildings cool and warm, and move people and goods around the world. And we need new seeds and other innovations to help the world's poorest people—many of whom are smallholder farmers—adapt to a less predictable climate.

I would like to add further that a comprehensive response to climate change must encompass the whole of education, not just MBAs. We must tap into many different disciplines. We need biology, chemistry, physics, political science, economics, engineering, & other sciences to converge & find solutions. Hence, all education must make the youth aware of the challenges of the future. Whether as greenpreneurs or professionals, a commitment to a better future is what will shape better earth. Thankfully, role models are all around us- Google has committed to operating 24*7 carbon-free. They have realized that wind and solar energy will not be enough and are investing in new technologies like geothermal, nuclear energy, carbon capture and green energy storage solutions. Companies like Patagonia, Seventh Generation etc; all have found success by catering to consumers who make environmentally conscious choices when they shop. Businesses cannot deny climate change anymore, neither can management education





**Universal
Business
School®**

"Transforming Lives"

2021

Authored by

Mr. Tarun Anand

Dr. Muneer Ahmad Magry

Acknowledgements

Dr. Asha Bhatia

Brig. GPS Cheema

Prof. Sriram Ramshanker

Dr. Pranjali Madhur

Prof. Vijay Tandon

Prof. Elora Basumatary

Mrs. Beeba Anand

Mr. Rakesh Achhrya

Dr. Najib Hamood Saif Farhan

Designed by

Mr. Kiran Sonawane



Universal Business School

Gaurkamat, Vadap, Kushivili, PO, Karjat, Maharashtra 410201