

IBC Environmental, Social & Governance (ESG) Policy

1. Introduction and Purpose

International Business College Manchester (inclusive of Manchester and London campuses) is committed to conducting its operations in a manner that is sustainable, ethical, and governed by strong principles of integrity. This Environmental, Social, and Governance (ESG) Policy establishes the framework through which IBCM integrates environmental stewardship, social responsibility, and robust governance practices into all aspects of its activities. The policy reflects our dedication to reducing environmental impact, fostering an inclusive and equitable community, and maintaining transparent and accountable governance processes.

2. Scope

This policy applies to all individuals and entities associated with IBCM, including employees, suppliers, contractors, and business partners. It covers all campuses and activities undertaken by IBCM, ensuring that ESG principles are embedded across the entire institution.

3. Environmental Commitments

IBCM recognises its responsibility to minimise its environmental footprint and will actively pursue initiatives that contribute to environmental sustainability. Specifically, IBCM will aim to:

- Reduce carbon emissions by implementing energy-efficient practices across all campuses, including optimising heating, cooling, and lighting systems, and encouraging the use of renewable energy sources where feasible.
- Promote recycling and waste minimisation by establishing clear recycling protocols, reducing single-use materials, and encouraging responsible consumption among staff and students.
- Prioritise digital documentation to reduce paper usage and other resource consumption, thereby supporting a transition to a more sustainable operational model.

Environmental performance will be monitored through key indicators such as energy consumption and waste reduction, and these metrics will be reported annually to ensure continuous improvement. Compliance with all applicable environmental legislation and standards will be maintained through proactive measures.

4. Social Commitments

IBCM is committed to creating a positive social impact within its community and beyond. To achieve this, the College will:

- Provide a safe, inclusive, and equitable environment for all students, staff, and stakeholders, ensuring that diversity and respect are fundamental to our culture.
- Support staff wellbeing and professional development through initiatives that promote mental health, work-life balance, and continuous learning opportunities.
- Uphold human rights and internationally recognised labour standards, ensuring fair treatment, non-discrimination, and ethical employment practices throughout our operations and supply chain.
- Ensure inclusive recruitment and equal opportunities by actively working to eliminate bias and foster diversity in hiring and advancement processes.
- Engage proactively with local communities and stakeholders through outreach programs, partnerships, and initiatives that contribute to social development and shared value creation.

5. Governance Commitments

Strong governance is essential to achieving our ESG objectives. IBCM will maintain robust governance processes and internal controls to ensure compliance with legal and ethical standards. Transparent reporting and accountability will be ensured by providing stakeholders with accurate and timely information on ESG performance and institutional practices. Anti-fraud, anti-corruption, and anti-money laundering standards will be upheld through strict policies and procedures to prevent unethical behaviour. Whistleblowers will be protected by maintaining secure and confidential reporting channels, ensuring that individuals can report concerns without fear of retaliation. ESG objectives will be aligned with strategic planning, integrating sustainability and ethical considerations into long-term institutional goals and decision-making processes.

6. Roles & Responsibilities

The Senior Leadership Team is responsible for providing oversight, approving ESG goals, and ensuring alignment with institutional strategy. The ESG Lead or Committee is charged with implementing ESG initiatives, monitoring compliance, and reporting progress to the Senior Leadership Team. All employees are required to adhere to ESG principles in their daily activities and complete mandatory ESG training to ensure awareness and compliance.

7. Monitoring & Key Performance Indicators (KPIs)

IBCM will monitor progress against ESG objectives using measurable indicators, including energy consumption levels across campuses, waste reduction and recycling rates, diversity and inclusion metrics within the workforce, staff wellbeing indicators such as engagement and satisfaction surveys, and supplier compliance with ESG standards and ethical sourcing requirements. Regular reporting on these KPIs will support transparency and continuous improvement.

8. Review & Version History

Version	26.1
Originator	Quality Manager
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