

Executive overview

This is the first report on sustainability undertaken by Pompeu Fabra University (UPF), corresponding to the academic year 2018-2019. In the report on each academic year at UPF there is a section on social responsibility, but there has never been one specifically dedicated to sustainability.

This report has arisen as an **initiative** of the vice-rector for social commitment and equality projects, in response to the Strategic Plan 2016-2025, which includes the section “Accountability”.

Likewise, it has arisen as an **element** of the principle of transparency; in response to the demands of different interest groups; as a tool for evaluating the University itself and its impact; as an element that outlines the University’s sustainability policies and structures; to assess to what degree commitments that have been undertaken are being met; as a facilitator of a learning and transformation process in accordance with protocols that guarantee the reliability of information, its collection and which, at the same time, promotes dialogue with the different interest groups, in relation to economic, social and environmental matters, as well as teaching, research, innovation and transfer.

To write this report, an [adaptation](#) has been used of the [Global Reporting Initiative \(GRI\)](#) standards for universities. GRI is one of the most widely used standards. So, in 2018, this adaptation was published, fruit of the signing of an agreement between the University of Barcelona (UB) and UPF, which envisaged a pioneering project to be undertaken in Catalonia, which was the development of a model for the University Social Responsibility Report.

On 27 May 2019, the initiative was presented to the UPF Social Responsibility Technical Committee to produce a sustainability report based on the adaptation of the GRI, an essential part, that would cover the policies, actions and practices of the University with regard to sustainability. It began with a materiality analysis of areas deemed important, significant and relevant for the different interest groups considered by the team drafting the report as priority groups. They have been outlined in the [contents](#), with an indication as to whether they are critical, important or emerging areas, according to the priority interest groups.

The different **sections of the Report**, which are indicated below, include information on management approach and future challenges.

The Report is structured in nine sections, which include the content of the adaptation of the GRI and a section related with the sustainable development goals (SDG).

1. The section “[Introduction](#)” includes a [statement from the rector](#) and the [president of the Board of Trustees](#); an explanation on how [the Report was prepared](#), which includes the analysis of interest groups and materiality, and the [management approach](#). Each section specifies the content it contains that has been adapted from the GRI.
2. The section “[Our university](#)” includes information on UPF’s [strategy](#) in matters of sustainability, the existing structures, the precautionary principles...
 - The [profile](#) contains information on the services the University offers and its student typology.
 - The [general overview](#) provides the UPF’s main figures, as well as the significant changes that have taken place during the year 2018-2019.
 - The subsection on [human resources](#) contains a general overview of the staff: both the administration and service staff (PAS) and teaching and research staff (PDI) that work at the University.
 - In [infrastructure](#) there is information on faculties and departments, affiliated centres, facilities...
 - [Classification in the rankings](#) includes this information for the period 2018-2019.
 - The subsection on [governance](#) shows, among other things, the composition, function and regulations of the governing bodies; information on remuneration policies, the average wage ratio, the conflict of interests and information on the concerns, proposals and queries conveyed by the interest groups.
 - [Ethics and integrity](#) includes, among other things, information on UPF’s values, principles, standards and codes of ethical conduct, as well as the spaces where these aspects can be consulted.
 - Finally, the subsection on [UPF, open to the local and global world](#) includes, among other things, information on the services the University offers citizens, the principles and declarations it subscribes to, the associations and organisations it is affiliated with and aspects related with internationalisation regarding staff, academic offerings, students and mobility.
3. “[Commitment to efficient and transparent economic management](#)” offers information about the University’s budget and its implementation, UPF’s direct and indirect impact, aspects related with anti-corruption and the implications of climate change.
4. “[Commitment to the environment](#)” shows UPF’s commitment to the environment, outlining different strategies, statements and actions carried out by the University to reduce its impact, as well as data on the consumption of materials, energy and water; the direct or indirect emissions and biodiversity, considered an emerging area by interest groups.
5. “[Commitment to people](#)” contains information related to:

- [Work](#), which includes, for example, information on new staff members, rotations and retirements.
 - [Relations among the staff and between the staff and the University](#), with information on upcoming changes in working relations, contractual staff, the good working environment and conciliation policies.
 - [Health and safety at the University](#), with information on and links to the Occupational Hazards Prevention Plan, the Office for Occupational Hazard Prevention, *UPF Saludable*, the Psychological Counselling Service and health examinations, among other things.
 - [Staff training and education](#), which contains information related to PAS and PDI.
 - [Diversity and equal opportunities](#), with information about supporting students with special education needs, the UPF Inclusion Programme and equality assessment, among other things.
 - [Non-discrimination](#), which contains information on, among other things, the Equality Plan, the Equality Unit as well as on cases in which action has been taken regarding gender violence and LGBTphobia.
 - [Social and environmental assessment of providers](#): UPF does not assess its providers, but does commit to socially responsible contracting. Included are examples of social and environmental clauses that can be found in contracts.
 - [Regulatory compliance and privacy of members of the university community](#), which introduces the figure of the data protection delegate and includes information on complaints and/or non-compliance regarding the legislation or regulations.
6. “[Commitment to teaching](#)” contains information on the EDvolució project:
- [Students, studies and teaching](#), with information on students, teaching languages, performance rates, professional placements and transparency and marketing regarding the courses on offer.
 - [Teaching and social responsibility](#), with information on the service-learning (ApS) methodology, the UPF equity scholarships and the minor in Gender Studies.
7. “[Commitment to responsible research, innovation and transfer](#)” (RRI):
- [Research](#), with information on research funding and activities in general and related with SDGs, including doctoral theses.
 - [Activities of technology and knowledge transfer](#), with information on the companies created and articles and books published related with the SDGs.
 - [Responsible research and innovation](#), with information on UPF’s commitment to RRI, science and open access, scientific education and participation, ethics, gender equality, projects related with RRI and dissemination and transfer actions.

8. [“The sustainable development goals \(SDGs\)”](#), identifying the connections between the SDG proposals and the different standards, areas and content of the sustainability Report.
9. [Contents of the Report-GRI, glossary and abbreviations.](#)

Finally, we would like to point out that this report has not undergone external verification, given that it is based on the adaptation of the GRI; that it will be published on a biannual basis; and that it has been reviewed and approved by the vice-rector for social commitment and equality projects.