

Stockholm School of Economics (Handelshögskolan i Stockholm)

Sustainability report for 2023

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1: Introduction – about Stockholm School of Economics

The Stockholm School of Economics (SSE) is one of Europe’s leading business schools, with unique connections to the business community. It offers a range of educational programs, and its faculty conducts research in finance, economics, business administration and related fields. For over a century, the School has evolved in close dialogue with the business community and with society at large. Over time, the School and its partners have recognized that success is more than a good bottom line or even a good triple bottom line (i.e., people, planet, profits).

SSE is structured like a corporate group. The parent company’s activities are the activities of the university, while the subsidiaries engage in commercial activities. The organizational structure, business model and size of the School are detailed in the [Annual Report for 2023](#).

SSE’s mission is to strengthen Sweden’s competitiveness through research and science-based education and the vision is to become a world-class international business school based in Sweden. The School’s overarching strategy is set by the Board of Directors, which also approves the direction, budget and goals for each coming year. The strategy is based on the School’s values, reflecting a broad view of education that aims to nurture responsible leaders and decision-makers for tomorrow, who see the world with curious eyes and with confidence. The education at the School of Business and Economics should be

- Fact- and science-based (F)
- Reflective and self-aware (R)
- Empathic and culturally sensitive (E)
- Entrepreneurial and taking responsibility (E)

A sub-strategy to guide the School’s sustainability work, entitled [Sustainable SSE 2023-27](#), was prepared and adopted by the Board of Directors in 2022. Implementation of the strategy began in 2023. In addition the school has a [gender sub-strategy](#) to guide work towards improved gender equality.

2: This report

This report covers the period 1 January to 31 December 2023, for the organization Handelshögskolan i Stockholm (organization number 802006-2074) and its subsidiaries. As well as reporting on the implementation of the School's sustainability sub-strategy during 2023, the report covers the specific sustainability topics required under Swedish law (ÅrsRedovisningslagen 1995/1554) on the basis of the School's number of employees (330 FTE equivalents during 2023) and total assets (1 475 404 SEK at 31 december 2023). This report is presented separately from the School's Annual Report.

This report is being made public via the School's website. The contact person for questions about this report is Torbjörn Wingårdh, SSE Chief Financial Officer. For questions about the School's Sustainability Sub-Strategy, contact Hanna Flodmark, Director of Communications and Marketing.

3: Overview of the sustainability work of Stockholm School of Economics

[SSE's Sustainable sub-strategy](#) is structured in four-parts:

1. Research (R): generation and dissemination of research on sustainability by SSE departments and institutes, across disciplines and via research partnerships.
2. Education (E): frameworks, materials and processes built into SSE's courses and programs in order to equip students with the tools necessary to become responsible leaders.
3. Campus and operations (C): incorporation of the values of responsible business management into SSE's own practices, with students and faculty and with external stakeholders.
4. Outreach (O): wide range of public events and other efforts by SSE staff and researchers to share knowledge, insights, and evolving positions with practitioners and decision-makers.

Implementation of the Sustainable SSE strategy is led by SSE's Sustainability Group, which is chaired by the SSE President, Lars Strannegård and co-ordinated by Torbjörn Wingårdh, SSE Chief Financial Officer. Work in the four areas of the strategy is led by the SSE President, Lars Strannegård (Research), Vice President Degree Programs, Pär Åhlström (Education), Facilities Director, Fredrik Holm (Campus), HR Director, Charlotte Celsing (Operations), and Director of Communications and Marketing, Hanna Flodmark (Outreach). Details about work during 2023 in each of the four areas can be found below.

To support the sustainability sub-strategy the School has policies on the following, all of which have been approved by SSE management: diversity, anti-discrimination, investments, working environment and health, and travel. Other documented guidelines include the sustainability manual on buildings-related purchases, which was up-dated in September 2023.

SSE has been EQUIS-accredited since the 1990s and the School is an active PRME (Principles for Responsible Management Education) signatory. These relationships, as well as collaborations with academic institutions such as the CIVICA Alliance, all touch upon, and support, the school's work with, sustainability.

4: Sustainability risks

The following sustainability-related risks have been identified and are being addressed:

1. Increasing costs for energy and likely increases in the scope of carbon taxes in the coming years.

While increasing costs are essentially a business risk, a sustainability perspective can contribute to mitigating this risk. All efforts to reduce energy consumption and to reduce greenhouse gas emissions will mitigate the risks of increasing costs.

Energy consumption is being tracked and a comprehensive greenhouse gas quantification was carried out for 2023 (see separate [greenhouse gas emissions report](#)). Energy consumption increased 2022–23, with most of the increase accounted for by the acquisition of a new building, “Studentpalatset”. During the year, energy efficiency measures were implemented in several buildings and further measures are planned for 2024. The greenhouse gas quantification showed that business travel is the most significant source of emissions in the current reporting. Both reduction of the overall carbon footprint of the school, and mitigation of the risk of increased emissions-related costs, will depend on reducing air travel.

2. New legal requirements and increasing demands from stakeholders for sustainability reporting.

While regulation and standardisation on environmental issues are welcomed, and the School intends to continue to be transparent about its impact and challenges, there is a risk that resources will be diverted from action if reporting requirements become too burdensome. As an educational institution the School has some characteristics that do not match with mainstream sustainability reporting trends for corporations. The School will increase staff resources for collection of sustainability data during 2024 and start preparing for forthcoming CSRD requirements, for instance by starting a double materiality assessment.

3. Young people’s mental health in Sweden and many other countries appears to have deteriorated in recent years¹.

While studying at Stockholm School of Economics students are inevitably exposed to pressure of various sorts, whether social, financial or academic. If young people’s resilience to such pressures is limited then they are at risk of suffering from poor mental health and they may find it difficult to participate fully in their studies. The School is monitoring the situation, for instance via the annual student health and well-being survey. To support students the School will hire an in-house counsellor to work three days a week. The counsellor will be the first point of contact about mental health issues.

4. Links to countries where repressive laws are passed and human rights not respected.

The School has links to organizations in a number of other countries, through partnerships, exchange programs, study trips, imported goods etc. While the School is not in a position to challenge repressive laws directly, and recognises the need for dialogue, the potential impacts on students and the potential associations between the School and repression, discrimination and corruption need to be acknowledged. These risks are currently discussed and evaluated in the SSE

¹ According to sources such as the Public Health Agency of Sweden and the OECD.

management team meetings, as well as in all of SSE's international networks: CEMS, APSIA, GNAM and CIVICA.

5. Environmental and social impacts of the School's own funds and investments, and of the funds that generate income for the School.

Financial institutions don't yet routinely disclose the greenhouse gas emissions associated with their customers' deposits and investments. So the School can't yet quantify the emissions arising from the money that it deposits and invests via banks and other financial institutions, or from the money that's invested by the SSE Association, the returns on which form part of the income of the School. It is likely that the emissions arising from investment of these monies would form a very significant part of the School's total annual reported footprint. And other negative environmental and social impacts may be associated with those monies.

The SSE Association's board decides annually on where to invest its funds. Considerations include financial goals, ethical principles and contributing to long-term global sustainable development. The aim is to find opportunities to make ethical and sustainable investments that don't conflict with the financial goals. During 2023 SSE opened up a discussion with its main banking partner about the bank's plans for reducing its financed emissions.

5: Research

SSE has identified sustainability as a prioritized, strategic area for its research. The President of SSE is ultimately responsible for the implementation and execution of the research dimension of this sub-strategy.

Sustainability Goals for Research (for more information see [Sustainability Sub-Strategy 2023-27](#))

1. Even more interdisciplinary sustainability research will take place in all SSE departments, with Misum serving as the School-wide vehicle for collaborative research and impact on sustainability.
2. SSE researchers together with SSE's other stakeholders (policy makers, practitioners, and society at large) will co-produce knowledge and research on sustainability even more intensively that is currently the case.

The Mistra Center for Sustainable Markets (Misum) functions as a coordinator for the School's sustainability-oriented research but researchers in all SSE departments conduct world-class research on sustainability issues. In 2023 two new research centers based around themes linked to sustainability were launched: the Center for Resilient Health and the Center for Wellbeing, Welfare and Happiness. For more information on these centers, see the [Annual Report 2023](#).

Collaboration is key to all sustainability-related research: collaborations within SSE, collaborations with other academic institutions, through the faculty's extensive research networks, and collaborations with private and non-private stakeholders. These collaborations provide avenues for participating in the global sustainability debate with strong social science research. The aim of participating is, of course, to provide a research-based foundation for this debate, an aim that also entails working to generate long-term funding for research in sustainability.

In 2023, Misum affiliates produced 72 academic publications on sustainability topics and five policy reports, as well as had 45 research papers in review for publication. The work demonstrates a continuous drive to share valuable knowledge with Misum's stakeholders. Misum's research

affiliates received 19 research grants in the past year, and continue to strengthen and grow research collaborations with external stakeholders in Sweden and internationally. More information can be found in [Misum's Annual Report 2023](#).

Number of Misum research affiliates

	2022	2023
Total number of Misum research affiliates	91	105
Number excluding external researchers	70	83

Table 1: results 2022–23 for research goal 1
Information from Misum Annual Reports [2022](#) and [2023](#)

Most of these research affiliates were in the Departments of Accounting, Economics and Entrepreneurship, Innovation and Technology. These numbers exclude any short-term research assistants that may have been employed by SSE to support Misum research during this time.

Number of publications on sustainability across SSE departments

The count of publications related to SSE Sustainability list is based on a key words list, which has been reviewed and added to by all department and center heads at SSE in 2023. The list is based on those who added an affiliation to SSE, so external Misum affiliates, who have not published the paper with SSE core faculty, are not included.

	2022	2023
Total SSE sustainability-related publications	138	97

Table 2: results 2022–23 for research goal 1
Information from [SSE PRME report 2021–23](#)

Number of research projects on sustainability topics initiated with external stakeholders

	2022 (total 16 projects)	2023 (total 27 projects)
Accounting Frameworks Platform	4	4
Human Capital and Sustainable Development Platform	6	10
Sustainable Business Development through Entrepreneurship and Innovation platform	4	10
Sustainable Finance Initiative	2	3

Table 3: results 2022–23 for research goal 2
Information from: 2023 and 2024 Misum Center plans.
The full list of external stakeholders involved in these projects can be found in the Appendix.

Number of research projects on sustainability topics done in collaboration with other universities and research centers

Many of these research projects span several years. Misum records information on collaborations with both international and national research environments.

	2022 (total 44 projects)	2023 (total 58 projects)
Accounting Frameworks Platform	5	17
Human Capital and Sustainable Development Platform	14	20
Sustainable Business Development through Entrepreneurship and Innovation platform:	19	19
Sustainable Finance Initiative:	6	2

Table 4: results 2022–23 for research goal 2

The full list of other universities and research centers involved in these projects can be found in the Appendix.

Number of reports and policy briefs on sustainability topics with a practitioner focus.

		2022	2023
Number of reports and policy briefs on sustainability topics with a practitioner focus	Accounting Frameworks Platform:	2	2
	Human Capital and Sustainable Development Platform:	3	18
	Sustainable Business Development through Entrepreneurship and Innovation platform:	1	1
	Sustainable Finance Initiative:	4	5

Table 5: results 2022–23 for research goal 2

Collaboration with CIVICA

The CIVICA alliance within the European Universities initiative has a mission to serve European societies with knowledge-generating research to tackle societal challenges. On the multi-campus, interdisciplinary CIVICA Engage track, selected students explore and respond to topics related to social responsibility and sustainability. In 2023 the European Week in the CIVICA Engage Track was held at Sciences Po in Paris in June. The program focused on ecological transitions and the pathways to urban sustainability. Also during 2023, the preparations for the second multi-campus course for Masters level, “Green Transition” started, and lectures will be offered throughout the CIVICA Partner Universities in Spring term 2025. And during 2022–23, SSE led the thematic group Crisis of the Earth, Societies in Transition, coordinating research on this topic by a cluster of partners in the CIVICA alliance. CIVICA is establishing an Environmental Sustainability Board in which SSE will be represented by SSE’s CFO Torbjörn Wingårdh.

6: Education

SSE’s educational offering consists of eleven degree programs: two bachelor programs (total 360 new students August 2023), five master programs (total 394 new students 2023), three doctoral programs (17 new students in 2023) and one executive MBA program (59 students in 2023), and a sizeable executive education program portfolio. All education programs shall deliver according to the School’s educational values, in which sustainable principles are embedded:

- Fact- and science-based (F)
- Reflective and self-aware (R)
- Empathic and culturally sensitive (E)
- Entrepreneurial and taking responsibility (E)

A FREE individual has an understanding of the state of the planet and an urge to change the world for the better.

SSE's Vice President Degree Programs and the CEO of SSE Executive Education are ultimately responsible for the implementation and execution of the educational dimension of this strategy. The School has been a signatory of the UN-supported initiative Principles for Responsible Management Education (PRME) since 2013. The latest report on progress by the school (2021-23) in implementing the seven [PRME principles](#) can be found [here](#).

Sustainability Goals for Education (for more information see [Sustainability Sub-Strategy 2023-27](#))

1. More SSE students at every level will participate in a range of courses, modules, and programs related to sustainability, especially those offered through our new international partnerships, CIVICA and GNAM, both of which incorporate distinct social-engagement perspectives and objectives "
2. SSE will implement explicit sustainability content and relevant pedagogy into all suitable courses (BSC, MSC, PHD, EBMA, Executive Education) generally in reference to specific UN Sustainable Development Goals (SDGs), which course 4 directors will identify on the School's learning management system, i.e. Canvas.
3. SSE will support teachers in incorporating sustainability content into their courses and will map the need for this support
4. SSE will increase students' awareness of SSE's commitment to responsible management education and Agenda 2030 as part of continued progress in the School's work with Principles of Responsible Management Education (PRME)
5. SSE will increase the amount of research on sustainability carried out by students, in part by encouraging student projects carried out with stakeholders from the world of practice in the BSc, MSc, and Executive MBA programs
6. SSE will revise content of the Student Handbook to include sustainability perspectives
7. SSE will produce an online sustainability guide for (new) students
8. SSE will improve the promotion of the Global Challenge scholarship and develop a Misum award for the best thesis on the topic of sustainability
9. SSE will monitor annually student expectations on sustainability at SSE and use this feedback in the continuous development of SSE strategy
10. SSE will increase faculty interaction with SASSE and other student groups such as SSE Students for Climate Action in the development of SSE's programs and courses
11. SSE will ensure full transparency and accountability vis-à-vis students on how the School works with sustainability and FREE in its educational programs

Sustainability is incorporated, in various ways, into the content of all the education programs. Topics studied include climate change, ethics, population growth and sustainable consumption. For instance, In the School's largest bachelor program (Business and Economics BsC BE, approximately 300 students per year) there are two mandatory Global Challenges courses, of the same length as mandatory courses in core economics and business subjects. The two courses – "Understanding" and "Shifting" – are delivered at the beginning and end of the mandatory part of the program. Students can also opt to take a third Global Challenges course, "Acting", which prepares them for generating, developing and evaluating social innovations that contribute towards reaching one or more of the SDGs or Agenda 2030 goals.

During 2023 a number of activities have been carried out to strengthen the integration of sustainability into the education at SSE. For instance, piloting of pedagogical tools, and the start of the MSc Sustainability Track.

In 2021-22 pedagogical tools and resources to facilitate the explicit incorporation of sustainability into SSE's course content were developed, including a Responsible Management Education pedagogical module for both tenure-track and PhD students. These resources were piloted during the Spring 2023 semester, and their content will be made available digitally to all faculty members. Development of the Misum Sustainability Award and the online sustainability guide for students, and up-dates on sustainability for the Student Handbook have yet to be completed.

The new MSc Sustainability Track was developed, promoted and started during 2023, with new students starting in August 2023. To fulfill the Sustainability Track requirements, MSc students will have 45 (38%) of their total 120 study points from study of a broad range of sustainability subjects. 15 study points will be from sustainability elective courses and 30 study points from their Master theses, focused on sustainability in the second year. Upon the successful completion of the coursework, "Sustainability Track" will be shown on students' degree certificates.

There was great interest in the first delivery of this track so students on the MSc program who had taken sustainability electives during 2022-23 were permitted to join the track, and they will write theses on sustainability topics in spring 2024. Across the school's MSc programs 23 students are aiming to fulfill the requirements already by June 2024, and double this number are expected to complete the track in 2025. More information about the MSc Sustainability Track, including the requirements and the list of courses can be found [here](#).

All course directors are encouraged to think of how their course helps improve students' mastery of sustainability content, through the way in which the course addresses one or more of the 17 sustainable development goals, formulated by the UN. Guidelines for how courses signal their relation to the SDGs on Canvas have been developed. The extent to which courses are making explicit their relation to the SDGs is also being monitored. The data and the guidelines are, from the start of 2024, the basis for providing direct support to faculty in highlighting how their courses can contribute to students' understanding of sustainability.

Data on inclusion of SDGs in documented Intended Learning Outcomes for BSc, MSc and PhD courses is shown below. This is the first time this data has been collected and the numbers set baselines both for reporting and for integration of sustainability topics into courses.

	BSc		MSc		Courses offered to BSc and MSc together		PhD		All
	Total courses	Courses with SDGs in ILOs	Total courses	Courses with SDGs in ILOs	Courses	Courses with SDGs in ILOs	Total courses	Courses with SDGs in ILOs	% courses with SDGs in ILOs
P3 2023/4	33	22	30	23	9	9	12	6	71%
P4 2023/4	22	11	20	9	-	-	8	2	44%

Table 6: results 2023/4 for education goal 2

During 2023 the School continued tracking the number of student theses on sustainability, ethics and responsible leadership, and the hours of teaching on ESG and net zero.

	Number and % of total student theses on topics related to sustainability, ethics and responsible leadership ²					
	2021		2022		2023	
Bachelor theses	105	70%	138	70%	107	69%
Master theses	97	73%	113	72%	139	76%

Table 7: results 2021-2023 for education goal 5

It is notable that close to or over 70% of student theses are on topics related to sustainability, ethics or responsible leadership.

To strengthen SSE's doctoral education in sustainability, SSE collaborates with Hanken School of Economics and Jönköping to deliver a joint PRME PhD course called Sustainability and CSR in the Nordic Context, in which 25 students from six Nordic universities are participating. The first module was hosted by SSE in 2022 and two further modules were delivered, online and at the University of Oulu, in 2023. The participants are currently working on finalizing their contributions to a PRME Nordic co-edited book on the core topic of this course.

7: Campus and Operations

SSE works to reduce the environmental impacts of campus facilities and operations, and to increase diversity and inclusion within its student body, faculty and professional staff. The School's Senior Executive Vice President is ultimately responsible for the implementation and execution of the Campus and Operations dimension of the sustainability sub-strategy.

Campus

Premises

SSE operates in buildings on Sveavägen, Saltmätargatan, Holländargatan and Norrtullsgatan, and provides student accommodation in a number of other buildings in Stockholm. SSE Executive Education owns and operates in Campus Kämpasten in Sigtuna.

² The categorisation is based on a word list compiled for reporting to PRME.

Sustainability Goals for Campus (for more information see [Sustainability Sub-Strategy 2023-27](#))

1. SSE will minimize the carbon impact in the management of its facilities and operations
2. SSE will have a faculty, staff, and student body that is well informed about the School's sustainable operations and practices
3. SSE will have a sustainable campus facilities and cafeteria

During 2023 SSE continued with energy and water efficiency measures on campus. Examples include switching light-fittings to LED, installing sensors to control lighting and ventilation, reducing heating temperatures at night, and changing tap fittings. Also, additional bins to enable more waste fractions to be separated in all owned buildings were installed during 2023. The school continues to purchase second-hand rather than new furniture wherever possible and around 5 tCO₂e of emissions were avoided in 2023 by implementing this policy.

Energy consumption

SSE purchases electricity, district heating and district cooling for its premises in Stockholm and Kämpasten in Sigtuna. The electricity use per year 2019-23 for the buildings used for teaching and offices is shown in the diagram below³. Energy use in student accommodation is not included in these figures.

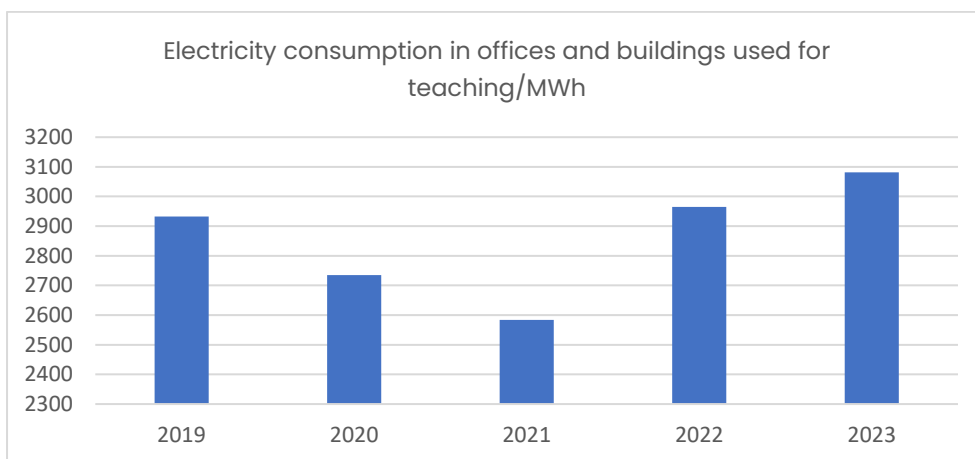


Figure 1: results 2019-23 for campus goal 1

The significantly lower electricity use 2019-2021 is-explained by the pandemic and the increase 2022-23 is largely explained by use of the new building at Norrtullsgatan for a whole year for the first time. Further analysis is necessary to determine the overall trend in electricity use per square meter.

At Kämpasten geothermal heat is used, via a ground source heat pump, with an electric boiler as back-up. Electricity use at Kämpasten increased significantly (17%) which is explained by construction work on site throughout 2023. The work to build a new restaurant involved supply of electricity and heating (geothermal) to construction sheds and then to a temporary restaurant building, which were dismantled at the turn of the year 2023/24. Electricity consumption has since gone back to "normal" levels.

³ six buildings are included in these totals: buildings that are owned/used for teaching and offices. Kämpasten, Holländargatan 36, Saltmätargatan 13 and 19, Sveavägen 65 and Norrtullsgatan 2

District heating used during 2019–23 is shown below.⁴

As with electricity use, a significant proportion of the increase in district heating 2022–23 is explained by the School's use of Norrtullsgatan 2 for a whole year for the first time. There were also increases in use of district heating in the main school buildings on Sveavägen and Saltmätargatan. This increase in energy use for heating is being analysed, to see what improvements can be made to the heating system.

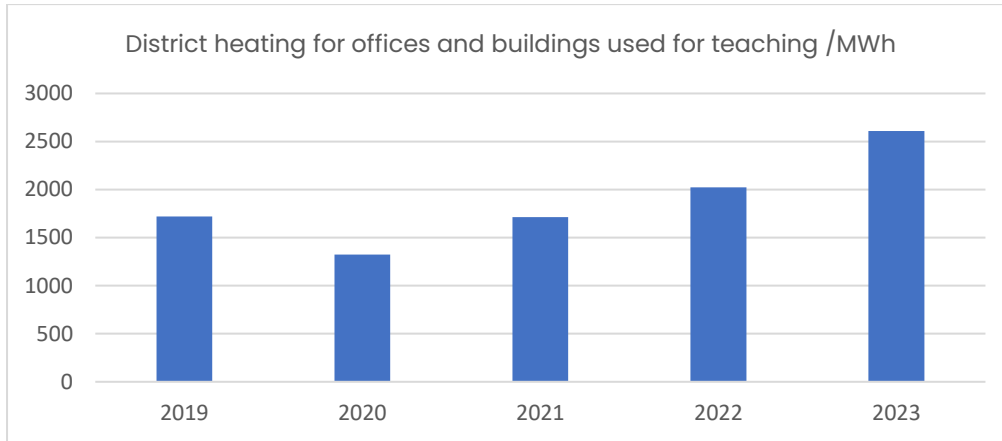


Figure 2: results 2019–23 for campus goal 1

District cooling is used at Sveavägen 65. The energy used for cooling represents around 3% of the school's total annual energy use. Installation of reflective film on some windows is planned, to reduce the need for cooling during summer.

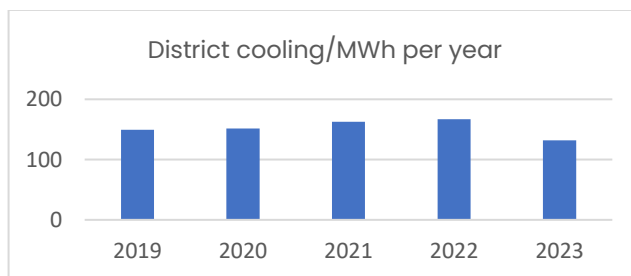


Figure 3: results 2019–23 for campus goal 1

Greenhouse gas emissions

The school has been tracking greenhouse gas emissions from use of energy and refrigerants in premises (scopes 1 and 2⁵), and from business travel (category 6 in scope 3) for some years. During 2023 the quantification was expanded to include other indirect emissions. A specific [report](#) on the school's greenhouse gas emissions during 2023 was published in April 2024. Greenhouse gas emissions from purchased goods and services (category 1 in scope 3) were estimated, based on data from the school's main supplier of office supplies. When set beside the one-off emissions from refrigerants in 2023 caused by ventilation equipment failures, total emissions from energy use, and

⁴ The graph shows the total MWh district heating used in four buildings: Saltmätargatan 13 and 19, Sveavägen 65 and, Norrtullsgatan 2. Kämpasten uses ground source heating rather than district heating. Holländargatan 36 is leased by the school and the owner provides heating.

⁵ Scopes defined in accordance with the Greenhouse Gas Protocol Corporate Reporting and Accounting Standard.

emissions from business, the emissions from purchased goods and services are seen to be low. The base year for measuring emissions reductions towards net zero will be 2024.

Of the total reported greenhouse gas emissions 2023, 58% arose from business travel. To reduce emissions significantly the school will need to address the number of flights taken by employees for work purposes.

Also in April 2024 the school set a net zero target: SSE commits to reach net zero emissions by 2050 by reducing emissions from base year 2024 by at least 90%. The coverage of this target is scope 1, scope 2 (location-based) and relevant scope 3 categories (including purchased goods and services, transport, business travel, commuting). SSE further commits to neutralise the residual emissions when net zero is reached and to maintain net zero thereafter.

Business travel

According to the school's travel policy, all employee business travel shall be booked via the Egencia travel agency. However it was found this year that there was significant spend on business travel that didn't go through Egencia. A new function in the school's accounting system provides data on the number of bookings and an estimate of the greenhouse gas emissions arising from this additional business travel. It's estimated that 20-30% of all travel was not booked via Egencia in 2023, including travel by all modes of transport.

	Year	Hotel nights	Air travel/ person km	Train travel/ person km	Bus, car and taxi travel	GHG emissions/ tCO2e
Booked via Egencia	2019	505	1 253 215	55 796	none recorded	212
	2020	50	231 676	12 384	none recorded	52
	2021	84	108 739	20 570	none recorded	19
	2022	548	1 158 871	63 307	none recorded	212
	2023	889	2 371 581	71 263	none recorded	462
Booked outside Egencia	2023	244 bookings	160 bookings	152 bookings	564 bookings	300 (estimate, based on spend)

Table 8: results 2019-23 for campus goal 1

During the Covid pandemic, business travel by employees decreased substantially. Since the pandemic restrictions were lifted travel has increased substantially and in 2023 hotel nights and air travel exceeded pre-pandemic levels. With the additional information from the school's accounting

system it appears that reported greenhouse gas emissions from business travel nearly quadrupled 2022-23. Emissions from flights represent >98% of the emissions from business travel.

Recycling

The school has a well-functioning system for separation of different fractions of waste for recycling and the weights of 5 different fractions are tracked, as well as electronic and chemical waste. The table below shows the weights of fractions sent to recycling 2022-23. The proportion of total waste that was sorted and collected for recycling increased from 46% in 2022 to 62% in 2023. The majority of the other waste will have been incinerated, with heat and energy recovery.

	Glass/ kg	Plastic/ kg	Packaging/ kg	Metal/ kg	Office paper/ kg	TOTAL waste sorted for recycling/kg	TOTAL all waste collected/ kg	% of total waste sorted and collected for recycling
2022 (9 months)	3 906	1 898	7 556	156	9 303	22 819	49 852	46%
2023	4 060	3 206	10 118	54	9 935	27 373	44 091	62%

Table 9: results 2022-23 for campus goal 3

Operations

Sustainability Goals for Operations (for more information see [Sustainability Sub-Strategy 2023-27](#))

1. SSE will have an increasingly diversified student body, faculty, and professional staff
2. The learning and working environment at SSE will be tolerant, welcoming, and inclusive.

Human rights risks in the school's operations are handled by addressing diversity and inclusion, staff welfare and working environment, and student welfare. The following sections describe the work during 2023 in each of these areas. The risk of corruption is handled through policies and regulations e.g. the Staff handbook, which is continuously updated and published on the website. Also there is mandatory training for staff and students.

Diversity and Inclusion

Stockholm School of Economics strives to be a creative and stimulating place for working and studying where people with different backgrounds and experiences are given the same rights and opportunities. The goal is that employees thrive in their work regardless of their age, disability, ethnicity or origin (including skin color and language), gender, gender identity or expression, religion or other beliefs, social background, and sexual orientation. SSE has a zero-tolerance attitude regarding discrimination, harassment, sexual harassment and bullying, and actively works to prevent them from occurring. SSE works strategically with diversity, equity and inclusion in accordance with the Swedish Discrimination Act and Organizational and Social Work Environment Provisions, as well as the school's own policies and guidelines.

SSE's president has ultimate responsibility for ensuring that goal-orientated work with diversity and inclusion is carried out at SSE. On an operational level, the department heads and managers are responsible for ensuring diversity and inclusion are integrated into their areas of operation, and the Diversity, Inclusion and Equity manager leads and coordinates the work to ensure that SSE is an inclusive organization. This is a full-time position, set up for proactive work, as well as for handling any disciplinary matters regarding staff, students and researchers at the school, for which there are documented processes. During 2023 the following activities to promote diversity and inclusion were arranged:

- participation in Transparent and Resilient Gender Equality Through Integrated Monitoring, Planning and Implementation (TARGETED-MPI) Reporting and analysis of the JÄMIX index
- conducting the Kollen survey
- working with the SSE Gender Equality Fund
- lecturing on norms, discrimination, etc within the framework of various courses
- workshops on "Inclusive Classrooms" were provided to faculty to ensure that their teaching is more inclusive.
- workshops on diversity, inclusion and equity to the new board members of the Student Association, to new employees, and to students who organized the Introduction Week."

Gender equality

Gender equality is one of SSE's strategic focus areas, to ensure that we attract and retain the most competent employees and students that reflect the world in which we live, work and study.

The goal of SSE's strategic gender equality plan entitled [Program 40/60 2030](#) is straightforward: to have a minimum 40/60 ratio between females and males among management positions, employees (faculty at all levels and professional services) and students (all programs) by the end of 2030.

Five specific focus areas have been chosen for the gender equality work:

- Recruitment
- The SSE Culture
- Leadership at SSE
- Academic Career Paths
- Collaboration with Other HEI's and SASSE

Qualitative and quantitative key performance indicators help track progress. The long-term goal, as outlined in the school's [gender plan](#), is to achieve a 40/60 gender ratio by 2030. Each department head is actively pursuing this objective.

SSE has collected data on gender diversity among employees and students for over 10 years. The following graphs show how gender diversity has changed over recent years for students enrolled in the undergraduate programs.



Figure 4: results 2019-23 for operations goal 1

Gender diversity (male/female) on the BSc Retail Management and the MSc programs remained within the goal range in 2023: 42%/58% for the BSc Retail Management and 55%/45% for the MSc programs. The gender division among on the BSc Business and Economics program in 2023 remained outside of the goal range (66%/33%). To ensure an increase in the long-term in the number of female students enrolled in the this program, several units are analysing all aspects of this issue in 2024. This is a collaboration between External Relations, Education Office, Faculty, students and others.

Gender diversity figures from 2019-23 for SSE employees, faculty and PhD students: .

	2019		2020		2021		2022		2023	
	% M	% F	% M	% F	% M	% F	% M	% F	% M	% F
Employees	46%	54%	46%	54%	45%	55%	48%	52%	43%	57%
Faculty	83%	17%	70%	30%	65%	35%	64%	36%	65%	35%
PhD students	35%	65%	54%	46%	53%	47%	51%	49%	48%	52%

Table 10: results 2019-23 for operations goal 1

The gender balance among employees, faculty and PhD students was relatively stable 2022-23, and for employees and PhD students the balance was within the 40/60 target range. The school is working actively to increase the percentage of women in the faculty and of men in professional services. An example of action being taken is exit interviews for all departing staff to identify any cultural factors that may disadvantage the under-represented gender.

Staff welfare and working environment

The school regularly conducts a survey to assess employee's views on a variety of factors, including workload, information and knowledge, management and work satisfaction. The responses to the 2023 annual staff survey were as follows:

- the response rate was 85% (2022: 86%, 2020: 79%)
- 78% are positive generally about their employment (2022: 81%, 2020: 85%)
- 61% are positive about their workload (2022: 64%)

- 58% are positive about the sharing of information and knowledge within the organization (2022: 64%, 2020: 60%)
- 38% are positive about the senior management team (2022: 38%, 2020: 46%)
- 81% are positive about academic management within their faculty (new questions 2023)
- 77% are positive about their manager (2022: 80%, 2020: 80%)
- 71% are positive about their future development (2022: 73%)
- 68% are satisfied with their employment (2022: 68%, 2020: 76%)

Results 2020-23 for operations goal 2

Significant cost-saving measures at the school have influenced survey results, particularly within Professional Services and the Employee Net Promoter Score (eNPS) has declined. The overall score was 0 in 2022 and decreased to -7 in 2023, with external benchmarks at 12. Variability within Professional Services ranged from -88 to -9, whereas the Faculty responses gave scores ranging from -9 to +39. This discrepancy is a critical concern and a top priority. Changes in competence exchange processes, budget limitations and streamlining of operations have impacted units within Professional Services, contributing to limited access to resources, increased workload and a negative work atmosphere.

SSE actively monitors its employees' sickness absences to identify any systemic issues that may be affecting employees' health and well-being. In 2023 the % of total employment hours recorded as sick leave was 3% which is a decrease from 2022 (3.2%). HR is proactively managing sick leave by implementing early rehabilitation plans.

Student Health & Well-Being

In 2023 SSE sent out a survey to all students to measure their health and well-being, to which the response rate was 33% (2022:34%). As a follow-up to the survey, SSE will hire an in-house Student Wellbeing Counsellor that will work three days a week. The Academic Advisors also organized SSE's first Health Day.

Sustainability collaboration with students

As in previous years, Misum continued its collaboration with, and financial support for, the student-led Sustainability Group (SSG) within the Student Association of the school (SASSE). The student group engages many students that acknowledge that sustainability is an integral part of any business or organization, and creates opportunities for these students to explore career paths aligned with their values. A new role of Sustainability Representative has recently been added under the student council, with the main objective for the year of creating an action plan to set the sustainability policy into practice.

During 2023 the student Sustainability Group organized sustainability lunch lectures and workshops, and a sustainable fashion week, which culminated in an in-person Sustainable Fashion Show in January. In April SSG organized Sustainability Week, as the largest project of the year, with lectures, social- and educational events, a panel discussion, and career fair that showcase sustainable careers and organizational impact attended by more than 150 students. In the fall the Sustainable Finance Club in SSG hosted a lunch lecture on "investing in change" with Summa Equity, attended by 42 participants.

8: Outreach

SSE aims to play a leading role in shaping the global discussion on sustainability. Through social-scientific research, the school engages with organizations in all sectors and serves as a platform for dialogues between academia and other societal actors that bring insights from research, teaching, and practice to help solve problems. SSE's Vice President External Relations is ultimately responsible for the implementation and execution of the outreach dimension of this strategy.

Sustainability Goals for Outreach (for more information see [Sustainability Sub-Strategy 2023-27](#))

1. SSE will facilitate increased knowledge sharing on sustainability between academia and other societal actors with knowledge is manifest in research, teaching, and practice
2. SSE will create partnerships and collaborations between internal and external stakeholders in order to drive sustainable actions and policies
3. SSE will increase collaborations among student initiatives inside and outside SSE
4. SSE will develop strategic external communication built upon a narrative that foregrounds the interplay of sustainability, business, and economics
5. SSE will increase the role of sustainability as an aspect of the School's brand image
6. SSE will implement a strong sustainability profile for all of its events and the operations that support them

Sustainability in outreach follows from the confluence of two strategic goals: SSE becoming a global benchmark for societal and business collaboration and SSE becoming an experiential and attractive academic environment. Moreover, SSE's Centers of Excellence are tasked by their funding bodies to disseminate their findings to external stakeholders close to their areas of operations and to society at large. Misum's mission, for example, includes delivering research results to diverse stakeholder groups for "transitioning markets towards sustainable development". The internal drive and external requirements to disseminate research results acknowledge a simple truth. Sustainability research only impacts the planet when practitioners first understand and then apply it.

Over the past five years SSE academic departments, research centers, and the External Relations unit hosted 130 sustainability-related events, an average of nearly three per month.

Some examples of sustainability-related outreach activities during 2023:

(more information about SSE events can be found on the school's [calendar webpages](#))

- Migration and Integration: Critical Perspectives in Conversation: A full-day CIVICA seminar with political scientists, economists, sociologists, and management scholars which examined the interrelated topics of migration and integration. January 2023.
- Breakfast roundtable on LGBTQIA+ inclusion, innovation, and competitiveness, organized by the House of Innovation and the Swedish Federation for Lesbian, Gay, Bisexual and Transgender Rights (RFSL), on how to increase research about LGBTQIA+ inclusion, innovation and competitiveness Jan 2023

- Seminars on Ethical Consumption and the Minimum Wage, Impact Crop-Residue Burning and health in South Asia, Structural Transformation and Environmental Externalities, Prosumption and Mediated Reactivity in ESG Ratings, Trade and Trees, Privacy at What Cost? Saving the Lives of HIV Patients with Electronic Medical Records and US Climate Legislation: How the Inflation Reduction Act Happened.
- AI for Sustainability: event organized by the House of Innovation, which explored how to best leverage data and AI to achieve coherence in ESG ratings and investments. April 2023.
- The Economics of Biodiversity: Implications for Policy and Practice: a Misum event featuring scholars, policymakers, and practitioners discussing developments in global biodiversity frameworks, and current progress on integrating biodiversity into economics and finance. May 2023.
- Ethics for the Digital Age: breakfast roundtable organized by the House of Innovation, in which Martin Kornberger of the Vienna University of Economics and Business and Linda Leopold, Head of Responsible AI & Data at H&M Group, discussed the relationship between theory and practice in contemporary business ethics. May 2023
- The SSE House of Governance and Public Policy (GaPP) held bi-monthly policy labs on “wicked problems” where ownership of potential solutions is vague and/or the potential solution space is unknown. The events brought together top decision makers in public and private and NGO sectors to discuss in-depth, moderated by SSE faculty. One example topic from 2023 is “Evidence-Based Reforms in Foreign Aid Policy.”

Knowledge sharing, partnerships and collaborations:

Number of internal and/or external sustainability events at SSE:

Count of events on the school’s website labelled with “sustainability”	2022	2023
	9	19

Table 11: results 2022-23 for outreach goal 1

Number of sustainability partnerships, with practitioner stakeholders and with external research institutions (for more information see [Misum Annual Report 2023](#)):

	2022	2023
With practitioner stakeholders	16	27
With external research institutions	44	58

Table 12: results 2022-23 for outreach goal 2

Student satisfaction

Student satisfaction has been measured through program evaluations for BSc and MSc students. Up to and including 2022 students were surveyed at the end of each academic year (June/July) which meant that responses were given by students at different stages of their program experience. Responding to the survey was voluntary. About half the students responded to the June 2022 survey. The overall satisfaction score was 7.86 for BSc and MSc students (on a scale from 1 to 10 where 10 is most satisfied). When the responses from students in their final year were separated out, the score was 8.06.

From June 2023, students are being surveyed once about their program experience, at the end of their studies, and survey completion has been made a requirement for applying for degrees. For

BSc and MSc students who completed the survey between June 1 and October 3, 2023, the overall satisfaction with their programs was 8.23.

Given the change in program evaluation format, comparisons between the results in 2022 and 2023 should only be made with caution. But the most comparable numbers – 8.06 (2022) and 8.23 (2023)– suggest an increase in student satisfaction (*results 2022-23 for outreach goal 3*).

Communication and media

SSE is continuously working to shape its external communication with a strategic focus on sustainability as understood through the lenses of business, economics, and finance.

Mentions of sustainability work at SSE in the media are monitored via a media insights platform.

	2022	2023
Number of mentions of sustainability work at SSE in the media	3780	3 660

Table 13: results 2022-23 for outreach goal 4

Sustainability for events

SSE has a Sustainable Events policy, which applies to all events at SSE, internal or external. It covers selection of vendors, materials and products, as well as handling of waste. The policy seeks to avoid use of plastics, to increase purchase of organic, Fairtrade and locally-produced food, to reduce consumption of environmentally-harmful meat and fish products, to increase use of public transport and sustainable fuels, and to reduce waste.

In 2024, sustainability will be incorporated into the checklist for all internal event organizers, to ensure that sustainability is incorporated naturally into the arrangements for events throughout the school.

9. Summary and conclusion

SSE Group is working actively with sustainability in research, education, campus, operations and outreach. The [Sustainability Sub-Strategy 2023-27](#) is being implemented and 2023 is the first year for which the school is reporting in relation to the goals and selected metrics in that strategy. Progress over several years is shown in many areas, while in other areas data has been collected for the first time and baselines have now been set. The school will continue to work towards the [Sustainable SSE](#) goals and publish the next report in 2025, on the results achieved during 2024.

Appendix – research collaborations

External stakeholders with which research projects on sustainability have been initiated:

Alfa Laval, H&M, Atlas Copco, Scania, Doconomy, Kompis, Living Goods, J-Pal, Seva Mandir, World Bank, Pratham Foundation, Carl Bennet AB, Swedish Industry for Quality Education in India, Kenya National Bureau of Statistics, Bandhu (NGO in Bangladesh), DBL (a large garment supplier in Bangladesh), Gettinge AB, NGO Mit Liv, Axel Johnson, Bollnäs kommun, Region Gävleborg, Trill Impact, Swedish Ministry of Finance, Kronofogden

Universities and research centers with which SSE collaborated in 2023 on research projects on sustainability:

Manchester Business School, Vienna University, Harvard University, Innsbruck University, Sydney University, Queensland Technology University, Royal Melbourne Institute of Technology, Bristol University, Birmingham University, London School of Economics, Bath University, Warwick Business School, Karolinska Institute, Halmstad Högskola, London School of Economics, University of Bonn, Paris School of Economics, CIRED, INRAE, Princeton University, University of Milano-Bicocca, Harvard Kennedy School of Governance, Zurich University, Oxford University, University of Warwick, German Institute for Global Affairs, National University of Singapore, University College London, Georgetown University, HEC Paris, University of Edinburgh, Institute for International Economic Studies (IIES), Stockholm University, Uppsala University, Athens University of Economics and Business, American University of Beirut, Vrije Universiteit Brussel, Lancaster University, Brunel University, VU Amsterdam, Strathclyde University, Turku University, Stockholm University, Pentland Centre for Sustainability in Business at Lancaster University, Centre for Family Business at Lancaster University, Centre for Scholarship and Innovation in Management Education at Lancaster University, Audencia Business School in France, Sasin School of Management of Chulalongkorn University, MarketVision team from the University of Turku; Stockholm University Business School CIRCLE, Lund University, CTF Service Research Center at Karlstad University, MTC Procurement Research Center, Federal Reserve Bank of Philadelphia consumer finance institute, Centre for Economic Policy Research (CEPR).

Stockholm 2024-xx-yy

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