



# HHGS Sustainability Policy

## Introduction

The HHGS Sustainability Policy applies to all organisations within HHGS and states HHGS position and regulations in regards to all dimensions of sustainability, including social, economic and environmental sustainability. By 'organisations' the policy refers to the Student Union Board, associations, programme sections, projects, committees, companies and equivalent operating within the Student Union of the School of Business Economics and Law.

The policy is developed with the Sustainable Development Goals adopted by the UN General Assembly in Agenda 2030 in mind, and the relevant SDGs are pictured next to each paragraph. The sustainability work of HHGS is headed by Handels Council for Sustainability, for which the Head of Sustainability of HHGS is in charge of. When referring to Handels Council for Sustainability, the abbreviation HCS will be used henceforth. When referring to the School of Business, Economics and Law, the abbreviation HGU will be used henceforth.

## Chapter 1 General



§1 The HHGS Board is responsible for supporting the organisations to make sure their activities are as sustainable as possible, and that their sustainability work is consistently evolving.

1. A part of supporting the organisations the HHGS Board should invite all organisations to at least one HCS meeting per year to discuss sustainability matters that affect the organisations.



§2 The HHGS Board shall aim to keep a high quality of up-to-date competence in the are of running a sustainable organisation.

1. Each year the HHGS Board shall strive to complete a course in sustainability, with the purpose of expanding the boards knowledge in how to run a sustainable organisation.
2. As part of this all organisations are encouraged to maintain a continuous dialogue with HCS.



§3 All active members should be well versed in the HHGS Sustainability policy.



§4 All organisations are required by HHGS to maintain a sustainable perspective and encouraged to submit a sustainability report regarding the organisation's sustainable actions annually.

1. The HHGS Board is required to annually present a sustainability report. The sustainability report should in some way measure qualitative and quantitative performance in terms of sustainability.
2. The HHGS Board is required to provide each organisation with a template for sustainability reporting.



3. The organisation should submit their sustainability report by the end of the mandate, if not otherwise requested by the HHGS Board.
4. The sustainability report should detail actions taken during the relevant mandate period to enhance sustainability within the organisation as well as areas in need of improvement.



5§ HHGS shall strive to make information about sustainability within HHGS easily accessible and transparent.



6§ HHGS shall work to ensure HGU and the education provided by HGU aims at becoming more sustainable in all dimensions of sustainability.

## Chapter 2 Social Sustainability



§1 All organisations shall strive to make all events affordable in order to make sure every HHGS member is able to attend.



§2 At all HHGS events at least one person must be sober from the effects of both alcohol and drugs. All organisations shall strive to have a healthy approach to alcohol consumption during events organised by organisations.



3§ All organisations must operate in a way to combat nepotism and limit conflicts of interest. For this purpose, applications for positions in boards and project committees must be accessible for all HHGS members. All organisations must be transparent, inclusive, and held accountable in their recruitment and admission. All organisations should be able to motivate their decisions when such information is requested.



4§ All HHGS activities shall be guided by the principle that everyone shall be treated equally regardless of religion, social background, disability, sexual orientation, language abilities, age or any of the previously mentioned in an intersectional perspective.

1. The HHGS board must be open to criticism and suggestions for improvement. These suggestions and criticisms shall always be taken seriously and worked with appropriately.
2. HHGS members shall be able to report criticism or suggestions anonymously, through the whistleblowing service regulated by Chapter 2 §15.



5§ All organisations should strive for a diverse representation, with the purpose of including all HHGS members regardless of gender, gender identity or expression, ethnicity, religion, social background, disability, sexual orientation, language abilities or age.



6§ All HHGS members, regardless of health conditions or disabilities, shall have equal access and opportunity when attending events organised by any organisations within HHGS. In the marketing of the event it shall be clear who to turn to in regards to the accessibility of the event.



§7 HHGS shall work to ensure that all students, regardless of health conditions or disabilities, shall have access to a good learning environment.



8§ HHGS shall through Göteborgs Förenade Studentkårer, GFS, work for there to be a sufficient number of functionally adapted student accommodations in Gothenburg.



9§ HHGS shall actively participate in HGU's work on equality issues and operate to make the work visible among students and staff.



10§ No shape or form of violence, harassment, or agitation is tolerated within HHGS. The HHGS Board is responsible for working proactively to prevent this as well as take action if an event of the type mentioned above should arise.



11§ All organisations shall strive to proactively combat stress within their organisation and examine possibilities to reduce high workloads when necessary



§12 HHGS shall strive to provide a safe and sustainable working environment for all organisations.



§13 HHGS shall strive to promote physical and mental well-being among HHGS members.



§14 HHGS shall have a sustainability diploma available for larger events within HHGS.



§15 All organisations shall have a clear crisis management plan.

1. If an organisation does not have a crisis management plan, the general crisis management plan provided by the HHGS Board applies.



§16 The HHGS Board shall have a whistleblowing service, clearly accessible by all HHGS members.

1. All members shall have the right to anonymity while utilising the whistleblowing service.
2. All matters reported through the whistleblowing service should be handled directly by a representative of the HHGS Board.

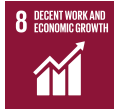


§17 HHGS guarantees that the member system is used with discretion to ensure the members' anonymity.

1. HHGS members anonymity shall be complete when voting in HHGS Board elections.



## Chapter 3 Economic Sustainability



§1 HHGS shall strive to encourage sustainable partnerships and collaborations within all organisations.

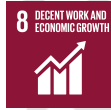
1. When promoting partnerships and collaborations, HHGS and its organisations shall consider the external party's sustainability practices.
2. HHGS shall encourage and promote sustainable practices with any external parties with which partnerships are entered.
3. HHGS shall strive to promote sustainable companies during the student fairs.
4. HHGS shall strive to promote youth employment.



§2 All organisations shall strive to achieve a high level of economic productivity and innovation.



§3 All organisations shall strive to have cost-efficient budgets and financial plans.



§4 All organisations shall strive for a safe and secure working environment for all active HHGS members.



§5 HHGS shall strive to promote accessible and transparent communication in all organisations.

1. HHGS shall strive to make sure digital communication and technology within HHGS is relevant.

## Chapter 4 Environmental Sustainability



§1 Environmentally sound and fair-labelled products shall be chosen to the extent that is considered economically feasible. When purchasing food, office supplies and other goods, consideration must be given to the environment.



§2 Events are required to opt for vegetarian options. Any exemptions are to be presented and assessed by the Student Union Board, who is obligated to provide a justification for their decision. The Head of Sustainability shall receive the request for exemptions and send out the Student Union Boards decision.

Exemptions can be granted for events that are not banquets and balls, and where the reason for having a non-vegetarian meal is rooted in the promotion of culture through food.



§3 HHGS shall strive to minimise waste within all organisations and ensure sustainable waste management.

1. Waste management must be planned at every event.
2. Trash and waste must be recycled in the appropriate way.





§4 HHGS shall strive to minimise the use of disposable materials within all organisations and at all organised events.



§5 HHGS shall strive to minimise the use of plastic.



§6 HHGS shall encourage HGU to provide complete recycling stations throughout the school grounds.



§7 Digital advertisement and communication shall be encouraged in all organisations, and minimise unnecessary use of materials.



§8 At least once a year the HHGS Board aims to take part in at least one community-serving activity to promote sustainability. All organisations within HHGS shall be invited to participate.



§9 HHGS shall strive to consistently work to promote implementing climate change measures at HGU.



§10 When traveling representing HHGS the trip should be made in an environmentally sound and cost-effective manner.

1. Flights shorter than 500 km are not acceptable.
2. Exceptions can be made under medical or other unavoidable circumstance which causes short flights to be necessary.

### **Responsibility**

The Head of Sustainability of the HHGS Board is responsible for updating and following-up this policy. The HHGS Sustainability Policy is developed by the Head of Sustainability of the HHGS Board together with Handels Council for Sustainability. If you have any questions about this policy, contact the Head of Sustainability of the HHGS Board.