IBU International Business University

INTERNATIONAL BUSINESS UNIVERSITY (IBU)

Policy Number	1056
Policy Title	IBU Corporate Social Responsibility Policy
Policy Owner / Responsible Offices	Office of the President
Approval Authority	Board of Directors
Applies To	All members of the community, including members of the Board of Directors, officers, employees, faculty, staff, students, volunteers, contractors, consultants, and, where applicable, suppliers, service providers, and business partners engaged in activities on behalf of the University
Approval Date	April 15, 2026
Effective Date	April 15, 2026
Review Date/s	Every five (5) years, or earlier if required
Revision Date/s	-
Revision Implementation Date/s	-

1. INTRODUCTION AND BACKGROUND

International Business University ("IBU" or "University") recognizes that higher education institutions have an important responsibility to contribute positively to society through ethical governance, responsible operations, environmental stewardship, and meaningful engagement with students, employees, and the broader community.

As part of its commitment to academic excellence and institutional integrity, IBU seeks to integrate Corporate Social Responsibility ("CSR") principles into its strategic planning, decision-making processes, and day-to-day operations. This Policy establishes the framework through which the University promotes responsible and sustainable practices

while supporting accountability, transparency, continuous improvement, and long-term institutional success.

2. PURPOSE

The purpose of this Policy is to establish IBU's commitment to Corporate Social Responsibility and sustainable institutional practices. The Policy defines the University's CSR objectives, guiding principles, and areas of responsibility while promoting ethical conduct, environmental sustainability, equity, diversity, inclusion, accessibility, and employee well-being. It further establishes governance, accountability, and reporting requirements for CSR activities, supports compliance with applicable legal, regulatory, and institutional requirements, and promotes continuous improvement through ongoing evaluation, performance measurement, and public reporting.

3. POLICY STATEMENT

IBU is committed to responsible, ethical, inclusive, and sustainable institutional operations. IBU shall integrate Corporate Social Responsibility principles into its governance, teaching, research, employment practices, procurement activities, and institutional decision-making, and shall carry out this Policy in compliance with all applicable federal and Ontario legislation, regulations, and ministerial directives. Where this Policy conflicts with applicable law, the law shall prevail.

The University shall establish measurable objectives, assign clear responsibilities, evaluate its performance annually, and publicly report on its progress in order to promote accountability, transparency, and continuous improvement.

4. APPLICABILITY

This Policy applies to all members of the International Business University community, including members of the Board of Directors, officers, employees, faculty, staff, students, volunteers, contractors, consultants, and, where applicable, suppliers, service providers, and business partners engaged in activities on behalf of the University.

In carrying out their respective responsibilities, all individuals and departments subject to this Policy shall support IBU's commitment to respecting human rights, promoting equity, diversity, inclusion, and accessibility, supporting staff and faculty development and well-being, reducing environmental impacts through sustainable practices, and maintaining fair, honest, transparent, and ethical business conduct.

5. POLICY COMMITMENTS

5.1 Human Rights and Inclusion

IBU shall promote dignity, equality, accessibility, and a respectful learning and working environment, consistent with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005 and its regulations, including the Integrated Accessibility Standards (O. Reg. 191/11). The University shall address discrimination, harassment, sexual violence, and retaliation through appropriate policies, reporting mechanisms, education, accommodation processes, and corrective measures, including the sexual violence, student mental health, and anti-racism and anti-hate policies required of Ontario post-secondary institutions under the Ministry of Training, Colleges and Universities Act, as applicable.

5.2 Staff and Faculty Development

IBU shall support professional development, continuing education, employee well-being, fair employment practices, performance evaluation, and opportunities for professional growth and advancement. IBU shall maintain a safe and healthy workplace in accordance with the Occupational Health and Safety Act (Ontario), including workplace violence and workplace harassment policies and programs reviewed at least annually, and shall comply with the Employment Standards Act, 2000 (Ontario), the Pay Equity Act (Ontario), and other applicable employment legislation.

5.3 Environmental Sustainability

IBU shall establish measurable environmental sustainability objectives, monitor relevant environmental impacts, and promote responsible energy use, waste reduction, recycling, resource conservation, and sustainable procurement practices. IBU shall comply with applicable environmental requirements, including, where applicable, energy use reporting and energy conservation and demand management planning under O. Reg. 25/23 (Broader Public Sector: Energy Reporting and Conservation and Demand Management Plans) and waste audit and source separation requirements under the Environmental Protection Act (Ontario) and its regulations.

5.4 Ethical Business Practices

IBU shall promote integrity, prevent fraud and corruption, manage conflicts of interest, maintain appropriate financial controls, and encourage fair procurement processes and responsible supplier relationships. Where applicable, IBU shall comply with the best market practice related to procurement and expenses and shall take steps to identify and reduce the risk of forced labour and child labour in its supply chains, including any reporting obligations under the federal Fighting Against Forced Labour and Child Labour in Supply Chains Act.

5.5 Privacy and Information Management

IBU shall collect, use, disclose, retain, and dispose of personal information obtained in connection with CSR activities, evaluations, and public reporting in accordance with applicable privacy legislation, including, as applicable, the Freedom of Information and Protection of Privacy Act (Ontario) or the Personal Information Protection and Electronic Documents Act (Canada), and the University's Privacy Policy and Records Management and Retention Policy.

6. GOVERNANCE AND RESPONSIBILITIES

6.1 Board of Directors

The Board of Directors is responsible for approving this Policy and any significant amendments, overseeing the University's CSR framework, reviewing annual CSR performance and related public reporting, and providing strategic oversight of the University's CSR objectives and priorities.

6.2 The President

The President is responsible for leading the implementation of this Policy, establishing the University's CSR strategy and implementation framework, assigning responsibilities to departments and designated personnel, and reporting CSR performance and progress to the Board of Directors.

6.3 Designated CSR and Sustainability Lead (or Delegate)

The President shall designate an individual, office, or committee to coordinate the implementation and administration of this Policy. The Designated CSR and Sustainability Lead (or Delegate) shall serve as the central point of coordination for CSR-related activities and reporting across the University.

The Designated CSR and Sustainability Lead (or Delegate) shall coordinate CSR initiatives and performance measurement activities, collect and review departmental reports, monitor compliance with applicable requirements, support corrective action planning and implementation, and prepare the annual CSR report and any related public disclosures.

6.4 Departments

All academic and administrative departments share responsibility for implementing this Policy within their respective areas of operation and for supporting the University's CSR objectives.

Departments are responsible for implementing applicable CSR requirements, maintaining supporting records and evidence, monitoring progress toward assigned objectives, participating in annual evaluations, and reporting results to the Designated CSR and Sustainability Lead (or Delegate).

7. ANNUAL EVALUATION, COMPLIANCE, AND REPORTING

IBU shall establish measurable CSR objectives, performance indicators, baselines, and implementation milestones.

The University shall conduct an annual evaluation of its performance in the areas of human rights and inclusion, staff and faculty development, environmental sustainability, and ethical business practices. The evaluation shall assess progress against approved objectives, applicable legal and regulatory requirements, relevant institutional policies, and established performance indicators.

The results of the evaluation shall be submitted to the President and the Board of Directors and shall identify achievements, areas requiring improvement, risks or compliance concerns where applicable, and recommended corrective actions.

Approved corrective actions shall identify responsible individuals or departments, target completion dates, and methods for verifying completion. Responsible departments shall implement and monitor corrective actions as part of the University's commitment to accountability and continuous improvement.

The University shall publish, or otherwise make publicly available, an annual summary of its CSR performance, initiatives, and improvement activities to promote transparency and accountability.

Any individual may raise a concern regarding a suspected breach of this Policy or of applicable law with the Designated CSR and Sustainability Lead (or Delegate) or through the University's existing reporting mechanisms. IBU prohibits reprisal against any person who, in good faith, raises a concern or participates in an investigation, consistent with the Occupational Health and Safety Act (Ontario), the Ontario Human Rights Code, and other applicable law. Non-compliance with this Policy may result in corrective or disciplinary action in accordance with applicable University policies, collective agreements, and contracts.

8. CONTINUOUS IMPROVEMENT AND POLICY REVIEW

The results of the annual evaluation shall inform IBU's CSR priorities, departmental plans, objectives, and improvement initiatives.

IBU shall regularly review and enhance its CSR practices to support continuous improvement and alignment with evolving legal, social, environmental, and institutional expectations.

9. REVIEW

This Policy shall be reviewed at least every five (5) years, or earlier where required due to changes in applicable legislation or regulations, accreditation requirements, significant operational or governance changes, audit findings, identified risks, or other institutional developments.

The Office of the President shall coordinate the review of this Policy and recommend proposed amendments to the President for review and submission to the Board of Directors or other authorized approval body, in accordance with IBU's governing documents and policy approval procedures. Any amendment to this Policy shall be approved by the appropriate authority under the University's governance framework.

10. RELATED DOCUMENTS

- IBU Code of Conduct
- IBU Student Code of Conduct
- IBU Ethical Research
- IBU Code of Ethical Conduct
- IBU Conflict of Interest Policy
- IBU Accessibility Policy
- IBU Equity, Diversity and Inclusion Policy
- IBU's Workplace Harassment and Discrimination Prevention Policy
- IBU Sexual Violence Policy
- IBU Policy for Workplace Harassment
- IBU Policy for Workplace Violence
- IBU Occupational Health and Safety Policy
- IBU Privacy Policy
- IBU Records Management and Retention Policy