



**EAST BRIDGE
UNIVERSITY**
PARIS, FRANCE

SDG 1 - NO POVERTY POLICY

Policy Owner:

**Office of Sustainability and
Institutional Impact**

Approved by:

Senior Leadership Team

Date created:

November 2024

Date Approved:

September 2025

Next Review Date:

September 2027

Applies to:

All EBU activities that directly or indirectly contribute to poverty alleviation locally and globally.



www.ebu.ac

Version: 1.0

SDG 1 – NO POVERTY POLICY

PURPOSE

This policy affirms East Bridge University's commitment to Sustainable Development Goal 1 – ***“End poverty in all its forms everywhere.”***

It defines how EBU, as a global higher-education institution, contributes to poverty reduction through its academic programmes, research, community engagement, partnerships, and institutional operations. The policy reinforces EBU's mission to advance inclusive, affordable and purpose-driven education as a pathway to economic and social mobility.

SCOPE

This policy applies across all EBU divisions, including:

-  Teaching and learning programmes (degree and professional).
-  Research and publication activities addressing inequality and sustainable livelihoods.
-  Community and NGO partnerships.
-  Scholarship and bursary schemes.
-  Procurement, employment and vendor practices.
-  Global alliances and outreach initiatives conducted under EBU's SDG framework (SDG 1, 4, 5 and 17).

POLICY STATEMENT

EBU will strive to contribute meaningfully to poverty reduction by committing to the following principles and actions:

-  **Access and Inclusion**
Provide scholarships, bursaries, flexible payment options and targeted outreach for under-represented, low-income and marginalised learners globally, enabling equitable access to higher education.
-  **Affordable and Flexible Learning**
Maintain affordable tuition models, online delivery, and instalment plans to support working professionals and economically challenged learners seeking academic advancement.

SDG 1 – NO POVERTY POLICY

POLICY STATEMENT

- ✓ **Scholarship and Social Mobility Data**
Track and analyse demographic and socio-economic data of scholarship recipients to assess long-term employability, progression and social-mobility impact.
- ✓ **Teaching and Curriculum Integration**
Embed poverty-alleviation, sustainable livelihood and social-entrepreneurship themes across programmes, case studies and experiential learning projects.
- ✓ **Research and Knowledge Generation**
Encourage research, publications and doctoral work addressing poverty, inequality, education access and inclusive development within local and global contexts.
- ✓ **Partnerships for Impact**
Collaborate with NGOs, community organisations, industry and government agencies to design and implement scalable poverty-reduction initiatives and monitor measurable outcomes.
- ✓ **Responsible Procurement and Social Value**
Apply social-value and fair-labour criteria in procurement and vendor selection; prioritise partnerships that generate community benefit and ethical employment.
- ✓ **Community Engagement**
Support outreach projects and volunteering initiatives that contribute to skill development, employability and livelihood creation within disadvantaged communities.
- ✓ **Evidence and Impact Reporting**
Annually report progress using indicators such as:
 - ✓ Number of scholarship recipients from low-income backgrounds.
 - ✓ Employment outcomes of graduates from disadvantaged groups.
 - ✓ Volume and outcomes of community partnerships.
 - ✓ Economic and social value generated through EBU's procurement and projects.
- ✓ **Governance and Accountability**
Establish an SDG 1 Steering Committee under the Office of Sustainability and Institutional Impact to oversee implementation, data collection, evaluation, and continuous improvement.
- ✓ **Transparency and Public Communication**
Publish an annual SDG Impact Report summarising key metrics, partnerships, and evidence of poverty-reduction initiatives.

SDG 1 – NO POVERTY POLICY

POLICY STATEMENT

- ✓ **Alignment with UN Targets**
Aligns directly with UN SDG Target 1.4 (ensure equal rights to economic resources and access to education) and Target 1.5 (build resilience of the poor and reduce vulnerability).
- ✓ **Continuous Improvement**
Review all poverty-reduction programmes biennially to ensure effectiveness, relevance and consistency with international best practice and THE Impact Ranking methodology.

RESPONSIBILITIES

Unit	Key Responsibilities
Scholarships & Access Office	Maintain data on access, participation, retention and outcomes of students from low-income or first-generation backgrounds; administer bursaries and fee waivers.
Research Office	Prioritise and track poverty-related research, case studies, and community-engaged scholarship contributing to SDG 1 outcomes.
Procurement & Estates Team	Embed social-value, fair-trade and local-sourcing criteria in tendering and contract management
Faculties and Academic Departments	Integrate poverty-alleviation themes into curriculum design, student projects and fieldwork.
Office of Sustainability and Institutional Impact	Coordinate SDG 1 implementation, collect evidence for THE Impact submission, and prepare annual progress reports.

SDG 1 – NO POVERTY POLICY

REVIEW & MONITORING

- ✓ Set measurable annual targets (e.g., increase in first-generation enrolments, number of community partnerships, social-value percentage in contracts).
- ✓ Monitor performance through annual SDG dashboards and internal audits.
- ✓ Conduct a comprehensive review of this policy every two years, led by the Office of Sustainability and Institutional Impact, with endorsement from the Senior Leadership Team.

Approved by:
Senior Leadership Team, East Bridge University

Date Approved: September 2025
Next Review Date: September 2027



Dr Janat Ruby Clemis
Director General



SDG 4 - QUALITY EDUCATION POLICY

Policy Owner:
**Office of Sustainability and
Institutional Impact**

Approved by:
Senior Leadership Team

Date created:
November 2024

Date Approved:
September 2025

Next Review Date:
September 2027

Applies to:
All EBU activities that directly or indirectly advance inclusive, equitable, high-quality education and lifelong learning.

SDG 4 – QUALITY EDUCATION POLICY

PURPOSE

This policy sets out East Bridge University's commitment to Sustainable Development Goal 4 – Quality Education by ensuring access, inclusion, academic quality, and lifelong learning through our programmes, pedagogy, research, digital delivery, and partnerships. EBU's mission is to provide career-relevant, flexible education that enables learners to progress or transition careers while upholding global standards of quality and student success. [ebu.ac](https://www.ebu.ac)

SCOPE

This policy applies to:

- ✓ All degree and professional programmes, curriculum design, assessment, and student support.
- ✓ Research, publications, knowledge exchange, and educator development.
- ✓ Digital learning design, accessibility, and learner-experience standards.
- ✓ External collaborations (universities, QA bodies, NGOs, industry) that strengthen SDG 4 outcomes. ([ebu.ac](https://www.ebu.ac))

POLICY STATEMENT

EBU will advance SDG 4 through the following principles and actions:

- ✓ **Inclusive Access & Flexibility**
Offer flexible online delivery and supportive fee models to widen participation and promote lifelong learning for working professionals and underserved groups. [ebu.ac+1](https://www.ebu.ac+1)
- ✓ **Curriculum Quality & Outcomes**
Design curricula that integrate theory with practice, emphasising competencies, employability, and real-world impact, with clear learning outcomes and capstone experiences. [ebu.ac](https://www.ebu.ac)

SDG 4 – QUALITY EDUCATION POLICY

POLICY STATEMENT

- ✓ **Accessible & Universal Digital Learning**
Apply inclusive, accessible design (UDL) standards across platforms, content, and assessment to ensure every learner can engage effectively, regardless of background or ability. [ebu.ac](https://www.ebu.ac)
- ✓ **Faculty Excellence & Teacher Development**
Support continuous professional development in pedagogy, assessment, and digital teaching practices; share evidence-based approaches through articles, webinars, and educator resources. [ebu.ac+1](https://www.ebu.ac+1)
- ✓ **Quality Assurance & External Benchmarking**
Embed recognised quality frameworks and programmatic benchmarks through memberships/partnerships with global bodies to reinforce accountability and relevance. [ebu.ac](https://www.ebu.ac)
- ✓ **Scholarships Linked to Success**
Ensure financial-aid recipients have equitable access to academic resources, mentorship, and research/writing support, monitoring retention, completion, and graduate outcomes. [ebu.ac](https://www.ebu.ac)
- ✓ **Research & Knowledge for Education Quality**
Encourage research and publication focusing on inclusive education, pedagogy, and digital learning innovations that advance equitable outcomes and teacher capacity. [ebu.ac](https://www.ebu.ac)
- ✓ **Partnerships that Scale Learning**
Develop collaborations with institutions and organisations that expand access, improve programme relevance, and co-deliver educator development and leadership initiatives under SDG 4. [ebu.ac+1](https://www.ebu.ac+1)
- ✓ **Regional Enablement & Regulatory Engagement**
Where relevant, align short-course and training activity with local quality frameworks to strengthen recognition and practice standards in key markets. [ebu.ac](https://www.ebu.ac)
- ✓ **Evidence, Transparency & Public Reporting**
Publish annual SDG impact highlights for SDG 4 (beneficiaries, programmes, educator initiatives), and maintain verifiable evidence to support rankings submissions. [ebu.ac](https://www.ebu.ac)
- ✓ **Student Support & Success**
Provide academic advising, skills support, and career guidance to maximise progression, reduce attrition, and improve graduate employability for diverse cohorts. [ebu.ac](https://www.ebu.ac)

SDG 4 – QUALITY EDUCATION POLICY

POLICY STATEMENT

-  **Continuous Improvement**
 Review teaching, assessment, and learner–experience data each academic cycle; implement enhancements via programme review, digital UX improvements, and staff development. [ebu.ac](https://www.ebu.ac)
-  **Alignment with UN Targets**
 Operationalise SDG 4 with emphasis on Targets 4.3 (access to affordable quality tertiary education), 4.4 (skills for work), and 4.5 (equity and inclusion) across programmes and services. (Targets selection for mapping; evidence drawn from items cited above.)

RESPONSIBILITIES

Unit	Key Responsibilities
Academic Quality & Programmes	Curriculum standards, assessment integrity, annual programme review, external benchmarking alignment.
Digital Learning & Accessibility	Universal Design for Learning (UDL) adoption, accessibility compliance, platform usability improvements.
Scholarships & Student Success	Access pathways, retention/completion tracking, equitable support for aid recipients.
Research Office	Promote and track SDG-4-related research, publications, and educator development outputs.
Partnerships & External Relations	Develop and manage collaborations that enhance SDG 4 delivery and educator upskilling.
Office of Sustainability & Institutional Impact	Coordinate SDG 4 implementation, compile evidence, and prepare annual public reporting and rankings submissions.

SDG 4 – QUALITY EDUCATION POLICY

REVIEW & MONITORING

- ✓ **Annual indicators include:** SDG 4 beneficiaries reached; retention/completion (overall and aid recipients); accessibility compliance benchmarks; educator development activities; number/impact of SDG-4 partnerships; graduate outcomes. ebu.ac
- ✓ **Data ownership & cadence** are assigned to the responsible units above; the Office of Sustainability and Institutional Impact consolidates reporting.
- ✓ **Policy review** occurs biennially (next due September 2027) or sooner if required by quality frameworks or ranking-methodology changes.

Approved by:

Senior Leadership Team, East Bridge University

Date Approved:

September 2025

Next Review Date:

September 2027



Dr Janat Ruby Clemis

Director General





**EAST BRIDGE
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SDG 5 - GENDER EQUALITY POLICY

Policy Owner:

**Office of Sustainability and
Institutional Impact**

Approved by:

Senior Leadership Team

Date created:

November 2024

Date Approved:

September 2025

Next Review Date:

September 2027

Applies to:

All EBU programmes, operations, recruitment, partnerships and outreach globally that support gender equity and women's empowerment.

SDG 5 – GENDER EQUALITY POLICY

PURPOSE

This policy defines East Bridge University's formal commitment to Sustainable Development Goal 5 – Gender Equality. It articulates how EBU will promote equal access, participation and leadership for all genders through its teaching, research, institutional culture, partnerships and learning ecosystem.

SCOPE

This policy applies to:

- ✓ Student admissions, scholarships, retention and outcomes.
- ✓ Academic programmes, curriculum design, research agendas, and leadership development.
- ✓ Employment, vendor selection, governance roles, and faculty/staff composition.
- ✓ Partnerships, community engagement and global alliances that advance gender equity.
(ebu.ac)

POLICY STATEMENT

EBU will advance gender equality by committing to the following principles and actions:

- ✓ **Equitable Access & Representation**
Ensure admission and scholarship policies reflect gender equity, with proactive outreach to female learners, women professionals, and under-represented gender groups globally.
- ✓ **Inclusive Programme Design**
Embed gender equality, leadership, and inclusive practices into curricula, case studies, and experiential learning opportunities across disciplines.

SDG 5 – GENDER EQUALITY POLICY

POLICY STATEMENT

-  **Leadership & Career Progression**
Promote gender-balanced representation in leadership roles, faculty appointments, academic governance, and professional development opportunities.
-  **Safe and Inclusive Learning Environment**
Maintain a learning and working environment free from discrimination, bias or harassment; provide support mechanisms and ensure gender-inclusive institutional culture.
-  **Research that Advances Gender Equity**
Encourage and support research, publications and projects focusing on gender equality, women's empowerment and intersectional disadvantage in education and society.
-  **Partnerships for Gender Impact**
Collaborate with international and local organisations, NGOs, and industry to advance gender-equality outcomes, including women's education, leadership pipelines and social inclusion programmes.
-  **Data, Monitoring & Transparency**
Collect, report and publish gender-disaggregated data on enrolments, retention, completion, faculty/staff composition, leadership levels and outcomes; use this data to inform continuous improvement and external submissions.
-  **Procurement & Social Value with Gender Lens**
Embed gender-equality criteria in procurement, vendor selection, and employment practices to promote women-owned enterprises and fair-trade/ethical sourcing.
-  **Community Engagement & Outreach**
Support programmes, scholarships and initiatives targeted at women in under-resourced contexts and encourage learner advocacy, mentorship and peer networks for female professionals.
-  **Paternity Policy**
Implement a paternity policy that supports women's participation in the workforce by ensuring fathers can share childcare responsibilities, promoting balanced parental engagement.

SDG 5 – GENDER EQUALITY POLICY

POLICY STATEMENT

Maternity Policy

Maintain a comprehensive maternity policy that safeguards employment, academic progression, and research continuity, enabling women to participate fully in work and study during and after maternity.

Policy Protecting Those Reporting Discrimination

Uphold a clear non-retaliation policy ensuring that individuals reporting discrimination or harassment are protected from any educational or employment disadvantage.

Non-Discrimination Policy for Transgender People

Enforce a policy of non-discrimination and full inclusion for transgender and gender-diverse individuals in all aspects of EBU's academic, employment, and community environments.

Policy of Non-Discrimination against Women

Ensure that women face no direct or indirect discrimination in recruitment, pay, progression, academic evaluation or leadership opportunities.

Policy on Women's Applications and Entry

Maintain an Access and Participation Plan addressing women's applications, acceptance, entry and progression to ensure fair representation at every academic level.

Governance and Accountability

Establish a Gender Equality Steering Committee under the Office of Sustainability and Institutional Impact to oversee policy implementation, review performance and ensure leadership accountability.

Alignment with UN Targets

Align this policy with SDG 5 Targets 5.1 (end discrimination), 5.5 (equal participation), and 5.6 (universal access to reproductive health and rights). The University will map its initiatives accordingly for THE Impact submission.

Continuous Improvement

Review initiatives biennially (next scheduled September 2027), refining programmes based on data insights, global best practice and emerging benchmarks.

SDG 5 – GENDER EQUALITY POLICY

RESPONSIBILITIES

Unit	Key Responsibilities
Admissions & Scholarships Office	Monitor gender-differentiated access, award female-focused bursaries, track first-generation women learners.
Academic Quality & Programmes	Review curriculum for gender-inclusive content, embed leadership modules and gender-equity case studies.
Faculty & Staff HR	Ensure equitable recruitment, promotion and leadership progression of women; maintain gender-balanced panels and committees.
Research Office	Identify and track gender-equality research outputs, grants, partnerships and community-impact projects.
Procurement & Estates	Integrate gender-lens criteria in vendor selection, supplier diversity and social value procurement.
Office of Sustainability & Institutional Impact	Lead oversight of SDG 5 strategy, compile gender-disaggregated data, publish annual report and support THE submission coordination.

SDG 5 – GENDER EQUALITY POLICY

REVIEW & MONITORING

- ✓ Annual indicators will include gender-disaggregated enrolments, retention and completion rates; proportion of women in leadership/faculty roles; number and impact of gender-focused partnerships and research outputs.
- ✓ Data ownership and update cadences will be allocated to the responsible units indicated above.
- ✓ A full policy review is scheduled every two years, or earlier if required by accreditation or ranking-methodology changes. Next review: September 2027.

Approved by:

Senior Leadership Team, East Bridge University

Date Approved:

September 2025

Next Review Date:

September 2027



Dr Janat Ruby Clemis

Director General





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SDG 17 - PARTNERSHIPS FOR THE GOALS POLICY

Applies to:

All EBU activities, programmes, research, alliances and engagement initiatives that involve partnerships aimed at advancing sustainable development globally.

Policy Owner:

Office of Sustainability and
Institutional Impact

Approved by:

Senior Leadership Team

Date created:

November 2024

Date Approved:

September 2025

Next Review Date:

September 2027



SDG 17 – PARTNERSHIPS FOR THE GOALS POLICY

PURPOSE

This policy articulates EBU's commitment to Sustainable Development Goal 17 – Partnerships for the Goals, recognising that achievement of the SDGs requires collaborative action across borders, sectors, and disciplines. Through strategic partnerships, EBU aims to strengthen means of implementation, mobilise resources, exchange knowledge, and scale sustainable solutions around education, research and societal impact. ebu.ac

SCOPE

This policy applies to:

- ✓ Institutional alliances with governments, NGOs, industry, academic institutions, and communities.
- ✓ Research and innovation collaborations addressing SDG themes (across SDG 1, 4, 5 and others).
- ✓ International forums, multi-stakeholder networks and capacity-building initiatives.
- ✓ Curriculum and programme co-delivery with partner institutions.
- ✓ Knowledge-exchange platforms, virtual partnership tools and global outreach collaborations. ebu.ac

POLICY STATEMENT

EBU will pursue partnership-driven impact through the following commitments:

- ✓ **Strategic Global Alliances**
Engage with diverse partners (universities, NGOs, government agencies, industry) across multiple regions (e.g., Southeast Asia, South Asia, Middle East) to widen access, enhance capability and co-deliver sustainable development programmes. ebu.ac
- ✓ **Multi-Stakeholder Dialogue & Forums**
Host and participate in international conferences, policy forums and workshops that bring together government, civil society, academia and industry to share best practices, initiate pilot projects and inform SDG-implementation strategies. ebu.ac

SDG 17 – PARTNERSHIPS FOR THE GOALS POLICY

POLICY STATEMENT

-  **Knowledge Sharing & Capacity Building**
Facilitate mutual learning and capacity development through joint research, student-faculty exchange, digital collaboration, and partner-driven projects to strengthen institutional and community capabilities for SDG implementation. ebu.ac
-  **Virtual & Technology-Enabled Partnerships**
Leverage digital platforms, online collaboration tools and AI-driven partner-matching to transcend geographic boundaries and enhance the efficiency, reach and scalability of partnership activities. ebu.ac
-  **Research and Innovation for Implementation**
Prioritise research collaborations that address implementation challenges of the SDGs (especially in areas of education access, poverty reduction, gender equity) and translate findings into practice via partner networks. ebu.ac
-  **Monitoring, Evaluation & Adaptive Management**
Maintain robust systems to monitor partnership outcomes and impacts (both quantitative and qualitative), and apply adaptive management practices to refine and improve collaboration models. ebu.ac
-  **Public Reporting & Transparency**
Document and publish partnership-related outcomes in EBU's annual SDG/impact reports, including number of partnerships, regions reached, joint initiatives, students/community members served. ebu.ac
-  **Sustainability & Scalability of Partnerships**
Ensure that partnerships are designed for long-term sustainability, scalability and replicability rather than one-off projects, with clear exit or transition plans and legacy benefits for partner communities.
-  **Integrity, Equity & Inclusion in Partnerships**
Adopt partnership practices that prioritise equity, local leadership, mutual benefit and respect for partner-contexts. Focus especially on partnerships that enhance capacity in underserved regions or populations.

SDG 17 – PARTNERSHIPS FOR THE GOALS POLICY

POLICY STATEMENT

Alignment with UN Targets

Align with SDG 17 Targets such as 17.16 (enhance global partnerships) and 17.17 (encourage effective partnerships) by mapping collaboration initiatives to these targets and documenting evidence for submission.

Internal Governance & Coordination

Establish a Partnerships Steering Committee chaired by the Office of Sustainability and Institutional Impact to oversee all partnership activity, ensure alignment with SDG 17, coordinate data gathering, and govern risk and compliance.

Integration with Other SDGs

Recognise that partnerships underpin institutional progress across SDGs (especially SDG 1, SDG 4 and SDG 5). Therefore, partnership activity will be coordinated with other SDG policy frameworks to maximise synergy and avoid silos.

Continuous Improvement

Review partnership frameworks, outcomes, and policies biennially or sooner if required by ranking, accreditation or strategic shifts, and adjust the policy accordingly to reflect evolving best practice.

SDG 17 – PARTNERSHIPS FOR THE GOALS POLICY

RESPONSIBILITIES

Unit	Key Responsibilities
External Relations & Partnerships Office	Identify, initiate, manage and evaluate global partnerships; maintain partnership database; coordinate partner MoUs & frameworks.
Research Office	Facilitate joint research projects with partner institutions; track outputs, publications and community impact derived from collaborations.
Academic Programmes & Faculties	Collaborate with partner institutions on co-delivery, student/faculty exchange, shared curricula and joint certifications.
Digital Learning & Innovation Team	Enable virtual collaboration tools, digital partner-platforms and partner matching systems to optimise reach and efficiency.
Office of Sustainability & Institutional Impact	Send welcome email

REVIEW & MONITORING

- ✓ Key annual indicators will include: number of active partnerships (by region and type), number of students/faculty engaged in partner initiatives, number of joint research outputs, number of community members reached through partner programmes.
- ✓ Data ownership is assigned to the units above; the Office of Sustainability and Institutional Impact will compile and publish the annual partnerships dashboard.
- ✓ A full policy review will occur every two years (next scheduled September 2027) or earlier if required by changes to accreditation, ranking methodology or institutional strategy.

Approved by:

Senior Leadership Team, East Bridge University

Date Approved:

September 2025

Next Review Date:

September 2027



Dr Janat Ruby Clemis

Director General

