

Roma, 24 marzo
2023 Prot.
005269/2023

Ai Dottorandi
Ai Rappresentanti degli studenti

Gentilissimi,

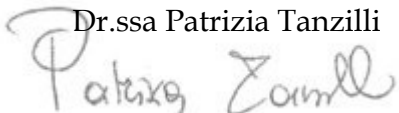
Universitas Mercatorum, in coerenza con le Linee AVA 3 e comunque raccogliendo un importante stimolo di Multiversity, ha intrapreso un percorso volto a integrare, in maniera sempre più estesa, i principi e le azioni di sostenibilità nelle sue strategie.

In tal senso, la definizione della Matrice di Materialità permette di focalizzare la strategia e la rendicontazione degli aspetti ESG che sono ritenuti significativi da parte dei suoi stakeholder, sia interni che esterni.

La Matrice di Materialità inoltre serve per mettere in luce i punti di intersezione tra gli interessi dell'Università e gli interessi degli stakeholder, ed è pertanto uno strumento utilissimo per la definizione della Strategia ESG dell'organizzazione.

A tal fine, si richiede cortesemente di compilare la Matrice di Materialità che troverete allegata e di inviarla al Dr. Raimondo Fiorica (raimondo.fiorica@unimercatorum.it) entro il 30 aprile 2023.

Cordiali saluti

Il Direttore Generale
Dr.ssa Patrizia Tanzilli


Allegato:

❖ Matrice di Materialità

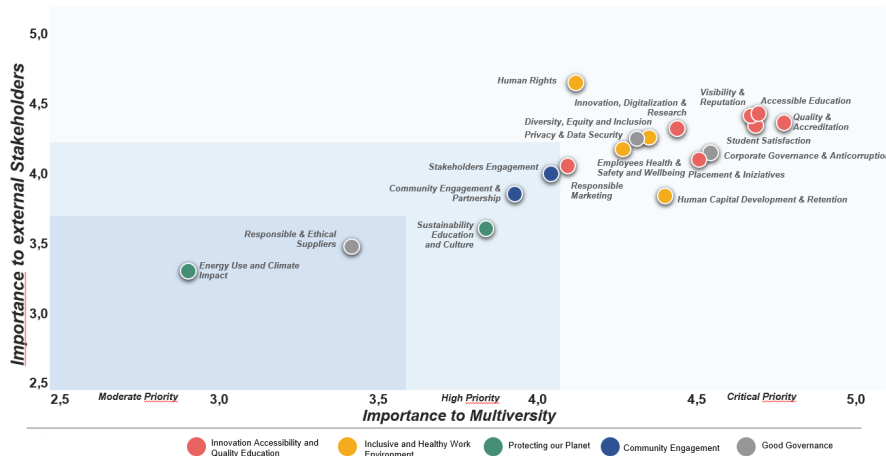
MATRICE DI MATERIALITÀ

Level of prioritisation of the material topics that impact the Multiversity Group which includes the Mercatorum, Pegaso and San Raffaele universities				
Area	Material Topic	Description	Priority (1-5)	
ENVIRONMENTAL	Monitor GHG emissions	Monitor and account for Scope 1 and 2 emissions		1
ENVIRONMENTAL	Renewable energy supply	Plan for a gradual sourcing of 100% of energy from renewable sources		Not a priority
SOCIAL	Inclusivity	As per SDG 4, strive to guarantee that all children, youth and adults, in particular those who are most emarginated and vulnerable, may gain access to education and training which are adequate for their necessities and for the context in which they live		If it is not priority for Multiversity to focus on this topic. The topic does not have an impact on relationships with stakeholders
SOCIAL	Gender equality and diversity	Protection of diversity within the company, aimed at creating an inclusive work environment that values all types of diversity (age, gender, skills, geographical origin) and which fights any form of discrimination		
SOCIAL	Training, development and retention of faculty	Enhancement and ability to retain the teaching staff in the company through the implementation of training and development plans. Strengthen the skills of human capital and design career and growth paths in line with the needs of the company		2
SOCIAL	Health and safety of employees	Creation of a safe and quality work environment that protects the health, safety and psychophysical integrity of employees. Provision of a welfare system and modern and flexible work tools, capable of correctly balancing between private and work life		Minimum priority
SOCIAL	Engagement, welfare, work-life balance of employees	Implementation of a series of internal procedures and initiatives capable of facilitating the involvement of employees, and stimulating and protecting a healthy work-life balance		If it is of limited priority for Multiversity to focus on this topic. The topic has a very limited impact on relationships with stakeholders
SOCIAL	Human rights	Protection by the company of all the rights that must be recognized to every person for the sole fact of belonging to the human race, regardless of origin, belonging or places where the person is located		
GOVERNANCE	Ethics, Governance, Anti Corruption	Preparation of a series of documents, procedures, policies and dissuasion systems aimed at preventing and countering the risks of illegal practices in the conduct of business and company activities		
GOVERNANCE	Relationships with Institutions	Management of the periodic accreditation by ANVUR of the continuing presence of the requirements that led to the initial accreditation, and presence of the additional requirements of quality, efficiency and effectiveness relating to the business		3
GOVERNANCE	Risk management and compliance	Evaluate and control risks that may vary from those inherent to work (safety) and privacy, to those related to financial activities and the management system for administrative / legal responsibility		Average priority
GOVERNANCE	Privacy and data security	Define policies and procedures capable of guaranteeing the continuous availability and security of data through the development and updating of adequate IT systems, staff training and other related initiatives		If it is of average priority for Multiversity to focus on this topic. The topic has an average impact on relationships with stakeholders
GOVERNANCE	Engagement with takeholders	Structuring a systematic activity of involving key interlocutors for the company on material topics (ie the relevant elements both for the organization and for the stakeholders themselves)		
BUSINESS	Quality education	Significant attention to quality in training, research and in the third mission, with a model based on the quality of the design of educational paths by professors and experts in multimedia teaching to achieve a balance between the transmission of knowledge and		
BUSINESS	Dissemination of sustainability culture	Involve all stakeholders in paying attention to sustainability issues, through, by way of example, seminars, workshops, dedicated days and degree courses		4
BUSINESS	Customer satisfaction	Pay attention to how satisfied customers (students) are with the services offered by the company, in order to identify potential areas of improvement for the company		High priority
BUSINESS	Visibility and reputation of universities	Reputation and consideration by external stakeholders (students, professors, companies, other universities, research centers, university rankings)		There is a high priority for Multiversity to focus on this topic. The topic has a significant impact on relationships with stakeholders
BUSINESS	Technological and digital development	Development of increasingly accurate technological and digital systems to constantly increase the quality of lessons and learning		
BUSINESS	Investment in research	Investing in research through the contamination between teaching and non-teaching staff, through international projects and partnerships, activating agreements with laboratories in the various disciplines, and participating in research calls and European		
BUSINESS	Public-private partnership and third mission	Develop an interaction with public and private entities to increase and integrate the activities of the university for the purposes of the third mission		5
BUSINESS	Financial and economic performance	The process which, through appropriate processing of the data and information provided by the financial statements, is aimed at expressing a current and prospective assessment of the "state of health" of the company, or its economic, equity and financial situation.		Critical priority
BUSINESS	Responsible marketing	Carry out a marketing activity that adopts principles of prudence and accuracy, reliability and truth, honesty and transparency, respect for privacy and protection of personal data, avoiding the use of any misleading and / or incorrect practice		There is a critical priority for Multiversity to focus on this topic. The topic has a critical impact on relationships with stakeholders
BUSINESS	Development of placement capabilities	Leverage the widespread and international relational system in order to take advantage of the networks of relationships present to help bridge the mismatch between supply and demand for new professionals, helping students to find work in line with their expectations		
BUSINESS	Integration of sustainability in the business	Incorporate sustainability into the business through a balance between profit, environmental protection and the social dimension of the company		
BUSINESS	Management of suppliers and management of partners	Supplier management to achieve procurement standardization, centralized use of data and greater process efficiency, all while achieving supplier sustainability objectives		
BUSINESS	Consolidated and capillary local presence	Provide a widespread network of exam centers and points of contact with students, with positive effects in terms of environmental and social sustainability, and develop initiatives to interact and cultivate relationships with local communities		

L'approccio di materialità aiuta a identificare:

- Principali questioni ESG cruciali per definire la strategia ESG;
- Rischi e opportunità emergenti come quelli normativi, competitivi e reputazionali.

La Matrice di Materialità comprende 18 temi confermati da più di 80 stakeholder di seguito riportate



Sulla base della valutazione di materialità i cinque pilastri strategici ESG identificati da Universitas Mercatorum risultano essere:

1. Innovazione Accessibilità e qualità dell'istruzione;
2. Ambiente di lavoro inclusivo e sano;
3. Tutela del nostro pianeta;
4. Coinvolgimento della comunità;
5. Modo giusto di governare.

La strategia ESG è strettamente correlata all'agenda ONU 2030, secondo cui i pilastri strategici ESG portano agli obiettivi di seguito indicati

