



BLANTYRE INTERNATIONAL UNIVERSITY

BIU CORPORATE SOCIAL RESPONSIBILITY POLICY

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Introduction

Universities play a crucial role in society, driven by an increasing demand for higher education. Through their tripartite mission of teaching, research, and service, universities strive to advance knowledge, impart education, and contribute to the betterment of society by making the benefits of knowledge accessible. Universities cater to a diverse array of stakeholders, including students and their families, faculty and staff, organizations employing graduates, the global community of researchers, local communities, governments, and taxpayers.

Blantyre International University (BIU), founded in 2008, was established with a commitment to serving the public good, promoting education and knowledge, and providing an institution that is open to all, regardless of race, creed, or political beliefs. BIU is dedicated to the academic enterprise and its broader impact on society, operating with a profound respect for the interests of all stakeholders, encompassing students, staff, customers, parents, suppliers, and the broader community.

As a research and educational institution with an expanding global reach, BIU recognizes its responsibility to conduct its activities transparently and ethically. The decisions made by the university have far-reaching consequences for the environment, social welfare, stakeholders, and society at large.

The Promise of BIU

BIU takes its social responsibility seriously and is committed to maintaining high standards in its interactions with communities, students, staff, and partners. BIU pledges to provide a socially responsible environment for its staff and students.

The university's objectives remain centered on the physical environment, the welfare of students and staff, the communities in which it operates, and the broader sphere of influence, including responsibilities toward business partners and supply chains. BIU's Corporate Social Responsibility (CSR) Policy outlines the guiding principles by which the university operates to fulfill its core mission, ensuring that its activities are conducted ethically, sustainably, and for the public benefit.

Principles

Honesty and Accountability

BIU's goal is to develop and implement social and environmental policies that seamlessly integrate with the university's daily activities and responsibilities, maintaining a consistently transparent operation. The university will openly and honestly communicate its environmental policies, objectives, and performance to its students, staff, and other stakeholders, encouraging active communication and seeking their input. BIU is also committed to honest advertising and fulfilling its educational responsibilities as an institution.

Sustainable Progress

BIU is dedicated to improving its performance continually, considering technical developments, evolving scientific evidence, costs, and customer concerns and expectations in the development and implementation of new social and environmental policies and procedures. The university will monitor its performance, set objectives for improvement, and report progress.



Demonstrable Compliance

At a minimum, BIU will meet or exceed all relevant legislation. In cases where no legislation exists, the university will endeavor to develop and implement its own appropriate standards.

Aims

BIU's corporate social responsibility aims are ambitious and encompass all aspects of the university's operations. These aims form the foundation for specific initiatives outlined in action plans and are organized into five broad areas of impact:

- Our Staff
- Our Students
- Our Local Communities
- Our Business Partners
- Environmental Management

Our Staff

As an employer, BIU is committed to ensuring that all staff members are fully supported in their work, enjoy a healthy working environment, receive fair compensation, and maintain a healthy work-life balance. BIU will strive to:

- a) Provide fulfilling and rewarding careers for staff members, offering opportunities to enhance their skills and capabilities, maintaining fair remuneration policies, and supporting work-life balance.
- b) Achieve the highest standards of health and safety for staff, preventing exposure to personal security risks.
- c) Respect the rights and dignity of staff members, treating everyone fairly and without discrimination.
- d) Maintain the privacy of staff members, collecting personal information only as necessary and keeping it confidential.

Our Students

Meeting or exceeding students' expectations is of paramount importance in a competitive education landscape. BIU is committed to putting students first, improving their experiences, and fostering perceptions of the university. To achieve this, BIU will:

- a) Provide a fulfilling and rewarding learning environment for students, offering high-quality teaching informed by the latest research, along with relevant student support services.
- b) Facilitate participation in higher education for students from diverse backgrounds.
- c) Maintain the highest standards of health and safety for students.
- d) Respect the rights and dignity of students, treating all individuals fairly and without discrimination.
- e) Maintain student privacy and support student-led CSR initiatives.

Our Local Communities

BIU seeks to establish mutually supportive and beneficial relationships with the Blantyre City Council and the wider Malawi community. In this pursuit, BIU will:



- a) Maintain the highest standards of health and safety for visitors.
- b) Work with the local community, understanding their needs and concerns, and support voluntary activities that benefit the community.
- c) Encourage staff and students to engage in charitable and community-based activities.

Our Business Partners

BIU aims to conduct business relationships with integrity, fairness, and a commitment to honoring its commitments. The university will:

- a) Deal with business partners with openness, transparency, integrity, and fairness.
- b) Work with suppliers and contractors to develop and implement sustainable and socially responsible procurement policies.
- c) Ensure that business partners adhere to the university's health and safety policies.

Objectives – Environmental Management

Recognizing the pressing need for environmental sustainability, BIU commits to integrating environmental and ecological considerations into all its major strategies and operations. To achieve this, the university will:

- a) Assess activities, products, processes, and services that might impact the environment.
- b) Manage construction projects, facilities, and student residences in an environmentally friendly and safe manner.
- c) Support student-led initiatives aimed at improving environmental sustainability and energy usage.

Monitoring and Review

BIU has established a Corporate Social Responsibility Committee to monitor and review progress in achieving CSR aims and objectives, as well as to ensure the integration of social and environmental considerations into all university activities.

The university will communicate its activities through various channels to a range of audiences, emphasizing progress against objectives and encouraging stakeholder involvement in initiatives promoting sustainable and responsible behavior.

Communication efforts will vary from official reporting and press releases to promoting events on university and external websites, as well as engagement through social media.