

# **KRONBERG ACADEMY SUSTAINABILITY REPORT 2022/2023**

# Foreword

Dear reader,

Eventful and challenging, 2023 is now behind us, yet the Kronberg Academy Foundation and its highly motivated staff still face a number of tasks ahead. Our aim is to do everything reasonably possible to help address the challenges posed to us by the profound transformation of nature and society.

To this end, we conduct precise analyses and assessments of our own impact on the environment, in environmental, social and economic contexts. Systematic measures are then derived from these evaluations to enable us to fulfil our mission statement in setting an example for the young generations striving for musical excellence both in Kronberg and across the world.

In 2021, the Foundation became one of the first institutions in the field of arts and culture to begin introducing a certified sustainability management system. This combines the established sustainability reporting framework of the German Sustainability Code for Higher Education Institutions (Hochschul DNK) and the requirements for certified environmental management systems specified in international standard ISO 14001:2015. As a result, our activities are kinder to the environment and take sustainability criteria into account – in both the planning and implementation of our events, as well as in our training programmes.

At the same time we have recognised that, as a cultural organisation, the most powerful thing we can do to make a social contribution to sustainable development does not lie in avoiding environmentally harmful behaviour. Instead, we feel that far greater potential comes from our role as an educational institution: from the opportunity to prepare the best rising talents for navigating the climate-driven and social upheavals they will face in the coming decades of their careers as artists. Here, art can act as both a driving force and a guiding light for the success of social endeavours.

Musical excellence, therefore, is not the only objective of our training at Kronberg Academy. We also aim to foster an attitude of responsibility towards music, people and the planet – entirely in keeping with the philosophy of the great cellist and humanist Pablo Casals (1876-1973), the namesake of our Casals Forum.

It is for this reason that we have likewise refined the focus, curriculum and range of our study programmes. Incorporating a commitment to sustainable actions into students' contracts was no matter of formalism. We are increasing sensitivity to topics of sustainability and not only take our students up on their promise to do good for their fellow humans through music, but also offer them an important opportunity to grow through this as individuals. Concerts for people whose access to classical performances is difficult or non-existent are just one example of how we approach this.

The Foundation will always remain true to its principles. It actively reaches out to the "Kronberg Family", particularly its sponsors and supporters, as well as other social

stakeholders to explain its approach and solicit support. This requires supremely qualified and motivated employees. Over the years, its staff have developed a high degree of identification with Kronberg Academy, as well as with the concept of sustainability, and they accomplished and coped with so much during the long period of construction and relocation. For this reason, one of our principal aims is to be an attractive, sustainable employer for our team in surroundings that are entirely new, both in terms of their construction and in how they are organised.

We are ever grateful to our capable and highly committed staff, as well as our body of volunteers, for the progress they achieved during an eventful period of great upheaval. Taking the step towards operating an integrated training and events centre at the highest level has put us all to the test. Our task is to ensure that music lives on and remains authentic for future generations.

It is therefore only logical that we should document our many different working relationships, specific advances and our ambitions in this report. In so doing, we are making a further contribution to the guiding principle we share: "...Music in the service of humanity".

Kronberg, March 2024

On behalf of the Board of the Kronberg Academy Foundation

Raimund Trenkler

# 1. CONTEXT

## **“... MUSIC IN THE SERVICE OF HUMANITY”: OUR WAY TOWARDS A SUSTAINABLE FUTURE**

The Kronberg Academy Foundation is committed to ensuring that music lives on and remains authentic for future generations. And we are increasingly taking social and ecological change into account in all that we do. How could we train young musicians – and thus responsible ambassadors for international exchange – without addressing the urgent problems we face in the present and the future? Without equipping them to act conscientiously? Without enabling them to give the many music enthusiasts sound guidance on how to act?

In this 21st century, nature and society are undergoing radical transformation. A series of systemically important aspects are on a critical trajectory. This unique atmosphere of challenges posed by the pandemic, some divisive and anti-democratic, of developing military aggression and of the effects of climate change has prompted the Foundation to want to make a positive impact with the means at its disposal.

Kronberg Academy strives to act with minimum environmental impact and to take ecological sustainability criteria into account in both its academic training and when planning and implementing events. Moreover, we will find ways to translate contributions to balancing the interests of society as a whole and to promoting democracy and human rights into our musical context, thus making them a logical component of our own teaching activities. So that music can gain in importance, and influence us towards interactions that set the bar for people and our planet alike.

“... Music in the service of humanity” is the far-reaching philosophy of the great cellist and champion of peace Pablo Casals, who serves as an example for Kronberg Academy every single day. This philosophy posits that art, humanity and respect for nature are inextricably linked in the triad of music, people and planet earth. Consequently, closer inspection shows that many aspects of the current sustainability standards framework have been finding their way into Kronberg Academy’s everyday structures “intuitively” for years. And, we are sending out clear signals by making this guiding principle heard in the musical events at the new Casals Forum – Europe’s first concert hall with an integrated study centre capable of carbon-neutral operation.

For us, sustainable development is therefore both an outlook and a driving force. It stems from a knowledge of the values we live by, and from the motivation this gives us to act accordingly.

Against this backdrop, after going some way down the structured path and actively examining our sustainable development, we asked ourselves how best to balance the interaction between intuitive understanding of values and fact-based actions and reports. Our future path will be marked by structured processes that serve to illustrate, in transparent and verifiable fashion, our progress in protecting the environment through continued development of our environmental management system in line with standard ISO 14001:2015. Going beyond this, it is important that we continue to instil our outlook into daily practices to ensure we are not driven forward by the complex requirements of fixed data points from relevant standards, but instead by the actual increases in performance that relate to the sustainability issues most significant to us.

This significance is key. We have issued a declaration in accordance with the German Sustainability Code (DNK) that is based on fact. Nevertheless, as a comparatively small organisation that depends on volunteers in many spheres of activity, we believe that we demonstrate more effective additional value both through our practical actions and through voluntary reporting in line with Global Reporting Initiative (GRI) standards or European Sustainability Reporting Standards (ESRS). It is crucial for Kronberg Academy that our outlook should be recognisable in our actions.

By publishing this Sustainability Report, we aim to demonstrate our progress and describe the contributions we are making to the United Nations Sustainable Development Goals (SDGs) and the global 2030 Agenda. We have a direct influence on important goals here, including “Quality Education”, “Reduced Inequalities”, “Sustainable Cities and Communities”, “Climate Action” and, last but not least, “Peace, Justice and Strong Institutions”.

## 2. MILESTONES IN 2022 AND 2023

Sustainable development at Kronberg Academy is a continual process of improvement. To date there have been three internal evaluations of the management system as well as two external certification audits. Both the internal assessments and the external audits raised a variety of measures for consideration. The most recent external management system audit indicated new measures to be taken into account in connection with the new facilities for the concert hall.

### What we have achieved so far:

- Introduction of environmental management system: 31.03.2021.
- Initial discussions and inspections of individual departments: April 2021.
- Neutral review of all the Academy's departments/operations/processes in the form of an initial comprehensive, site-specific and process-specific environmental audit. The most important direct and indirect environmental aspects were identified in this process and subsequently documented in an Excel document, which is now extensive: 3-5.05.2021.
- Subsequent materiality assessment clustering the most significant environmental aspects and identifying the six most important target areas (Material Topics).
- "Sustainability Management" folder created on the Academy's server. Risks, opportunities and measures were then specified, as were the lines of responsibility for achieving these. Resources necessary for this were approved.
- Context of the Academy – i.e. the purpose of its existence, its function – determined at the same time.
- Environmental policy formulated.
- Document filing system developed based on the structure laid down in ISO 14001. Corresponding guidelines set out.
- This and the resulting structure created for tasks/processes and organisation, as well as a definition of scope, form the start of environmental management activities.
- Environment team established (including directors of the Academy and of each department) with regular weekly meetings.
- Internal audit and subsequent report: 04-12.11.2021
- Management assessment (review): 22.12.2021
- In the aforementioned processes, aspects of sustainability and criteria with an increasingly social focus were gradually compiled and woven into the processes and structure of the management system.
- Spring 2022: 2021 Sustainability Report published by the Kronberg Academy Foundation with a declaration of compliance pursuant to the sustainability code (DNK) for higher education, based on the requirements of a future EMAS Environmental Statement.
- In 2022, in spite of the pandemic and the problems that resulted during and after the relocation to the Casals Forum, we learnt a great deal and were able to develop the management system with respect to almost all sections of the standard.

- At the height of the energy crisis, we secured a green electricity supply to power the Casals Forum in line with recognised green power criteria. Owing to building site constraints, we were not yet able to begin power saving measures.
- Until we take over full and final responsibility for operating the facility management system, it is not possible to record any key indicators for that system. However, we are already working on a concept for the subsequent phase.
- 2023 began with a successful first audit of the management system in compliance with international environmental standard ISO 14001:2015, conducted by Berlin-based certification firm GUTcert, an evaluation of the sustainability reports in accordance with the specifications of the DNK (German Sustainability Code) and a review of our website in line with the 17 Sustainable Development Goals (SDGs) of the UN 2030 Agenda.
- Our Material Topics were subject to a review in 2023, and our objectives adjusted for relocating to and operating the Casals Forum.
- The third management evaluation took place in January 2024.
- Second sustainability report published online in spring 2024.

### 3. OUR MISSION STATEMENT

For Kronberg Academy, sustainability is a key feature of our training strategy that has grown over time: "... Music in the service of humanity". The Foundation is guided by the principle of responsibility towards music, people and the planet. This is based on the philosophy and approach of the great cellist and passionate campaigner for peace, Pablo Casals. In his appeal made before the UN on 24 October 1958, Casals urged musicians across the world to put "...the purity of their art at the service of humanity". Here, we see a direct correlation, and a material contribution from the Foundation, to SDG 16: "Peace, Justice and Strong Institutions". The artists, whether tutors, students or alumni, the staff and board members, and the sponsors and supporters of the Academy follow this guiding principle out of conviction, and in so doing see themselves as members of a community of shared values. At the same time, they also represent the Foundation's most important stakeholders, alongside its neighbours and relevant authorities.

An academy not only imparts knowledge and skills but also values, for example in its expectations of excellence from the world's best upcoming musicians. Throughout its history, Kronberg Academy has dedicated itself to preserving and nurturing for the future and for all humankind a thing of great value, a living thing, namely classical music. This is why it provides a framework in which musical values are handed down from generation to generation. Over the past 30 years, a steadily growing community of artists has thus evolved that follows Pablo Casals's principle for a way of life in which we think sustainably and always ask what we can do for humanity.

Now, as we confront the epochal change that is overtaking nature and society in this 21st century, Kronberg Academy must determine the role it can play. As an events organiser and training institute, how can it "live" in a more environmentally friendly way and convey the values that befits this? This set of values must today, undoubtedly, include fostering global social connections, wholly irrespective of the given sociological or political disposition prevalent in the societies our students call home.

Comprehensive musical knowledge and skill are likewise independent of these backgrounds. This is a knowledge of music theory that is valid the world over, of the history of music, of interpretation and of the technique relevant to a particular instrument. Such knowledge should now not only benefit from the ability to master one's own instrument and a given work, but also be bolstered by the ability to grapple with issues of sustainability and aspects of global society, the music industry and the events sector. This is why we believe it to be the duty of the leading institutions who train the world's elite soloists to convey these values and this knowledge, to increase awareness of them, and is also why we believe that those we train should pass on and develop the approach to sustainability and music instilled by the Academy in their endeavours as global figures.



## 4. STRATEGIC OBJECTIVES AND FOCUS AREAS

### Overarching objectives

The aims of the Kronberg Academy Foundation are to maintain its excellent standard, increase its profile using an innovative, holistic and sustainable concept, and to become so structurally and economically strong that it can continue to develop in future, including independently of its founder, Raimund Trenkler. The Foundation is thus striving to be institutionally and financially independent. However, this also requires a unified vision that takes into account the profound change occurring in nature and society in the 21st century, and that, as far as possible, gives relevant stature to music in this process of societal transformation.

Our central objectives within the context of sustainability are:

1. To convey our mission statement and its pivotal focus on music, people and the planet to our students and all Kronberg Family stakeholders through our training programme.
2. To make the Kronberg Academy Foundation an attractive employer.
3. To minimise the harmful environmental impact of the Kronberg Academy Foundation and to continue the environmental management work that has already begun.

### Core focus areas

A key tenet since the Academy was founded, the triad of **MUSIC, PEOPLE and the PLANET** determines the material significance of our Foundation's existence. These core fields of activity form a framework for our structured, sustainable development within defined Material Topics, the objectives, concepts, measures and results of which are presented separately in this report.

#### 4.1. Focus area: Music

##### Kronberg Academy as a training institute

Kronberg Academy offers selected young violinists, violists and cellists tailor-made study programmes that are adjusted – in terms of both content and scheduling – to their individual needs. Collaboration with Frankfurt University of Music and Performing Arts enables them to study for a Bachelor's or a Master's degree. Exceptional young pianists also form part of the Academy through the Sir András Schiff Performance Programme for Young Pianists, which focuses on chamber music.

In 2007, Kronberg Academy established a study programme for excellence. Its four specially designed study programmes are aimed at exceptionally talented young players who want to pursue artistic training at the very highest level in harmony with professional careers on the stage. Kronberg Academy collaborates with renowned musicians who regularly teach their own classes at the institute or give masterclasses as visiting professors.

Members of the Artistic Council and noted conductors alike are actively involved in the careers and development of all students, who live, are members of the community and are taught in Kronberg. Our graduates aspire to supreme musical standards and develop into responsible, open-minded, independent artistic figures.

Our institution collaborates with international concert halls, such as those in Berlin, New York, London and Tokyo, organises the Kronberg Academy Festival every two years and coordinates regular meetings of its alumni.

As an educational institute, we want to train exceptional young musicians to become artists fully conscious of their human responsibility towards music, people and the planet. It is important to us that they leave Kronberg Academy with this mindset. We want to give them the best musical support, but at the same time we also seek to motivate them to do just what Pablo Casals urged them to: to employ their artistry in the cause of peace among humankind – and the conservation of nature.

We hope to motivate them to look for ways to achieve this, and to use what influence they may have as artists to work towards those ends, directly or indirectly, for example by using music to focus attention on socially important topics, and acting as multipliers. This is one area where we, as Kronberg Academy, want to contribute to achieving the global Sustainability Development Goals. We aspire to translate this ambition into practice by pursuing this path jointly with our students during their studies.

For this purpose, we are increasingly incorporating the consequences of environmental change into our own risk analyses and then into our study operations. In so doing, we will be able to assess the effects of climate change both with specific regard to the Academy and to the international music world in general. We will support students by imparting knowledge of the subject area in as many facets as possible – above all those concerning social and environmental sustainability – and discussing it with them.

Furthermore, we are jointly developing very specific artistic projects that dovetail with this issue. Discussions around, as well as the impact of events on, sustainable lifestyles have become a fixed component of our training, and we take into account any changes which are having a growing influence on artists' job profiles as a result. Aspects of sustainability have thereby become a subject of discussion within the study programmes as well as part of the curriculum.

### **The Casals Forum: operating in a new dimension**

Until September 2022, administrative activities and tuition were traditionally performed in rented premises in Kronberg, which each had a historic character. In building the Casals Forum, which likewise opened in the 2022 winter semester, the Kronberg Academy Foundation has given all its tasks a shared home and a future in Europe's first concert hall and study centre capable of carbon neutral operation.

This tremendous progress for the Foundation centres on the premise of enabling music to gain in importance and influence us towards interactions that are wise for people and our

planet alike. However, on commencing operations in the Casals Forum, the aspect of facility management gained major significance for us and has thus become an important additional part of our sustainability management work, which needs to be integrated into the development agenda with its modified process steps.

## **4.2. Focus area: People**

### **Cradle-to-cradle, or natural musical permaculture**

With respect to sustainability, Kronberg Academy's primary task is to demonstrate the connections arising from our mission statement, to develop the skills of reflection and searching for answers, and to accelerate the introduction and implementation of the sustainability philosophy. The principle of a training cycle encompasses many stages. It stretches from introducing and connecting young people to music, and training them to become musicians and artists within study courses, right through to further training as leading musical figures. However, it only comes full circle when these experienced artists return to teaching – in Kronberg or as multipliers in other locations – to close the sustainable cycle as tutors and professors. We call this the “sustainable training cycle”, the “cradle-to-cradle approach”, or natural “musical permaculture”. The contribution here to SDG 4, “Quality Education”, is evident.

Sustainability and “musical permaculture” assimilate the musicians into an understanding of nature (nature's design). According to this idea, people will only be able to survive in the long term if they work in harmony with nature's cycles and resources and not against them – and this is likewise the only way that musicians will be able to pursue this wonderful career. Both terms therefore describe the systemic relationship between living beings and the natural environment in music making.

### **The Kronberg Family**

The Kronberg Academy Foundation would be inconceivable without highly motivated and highly committed employees. In addition, generous sponsors from both private and public spheres are the cornerstones of the Foundation's architecture. We want to develop our work further through targeted measures in strategic organisational areas, such as personnel, health, mobility and CPD management, achieving ecological and socially acceptable solutions as part of a gradual and continuous improvement process.

## **4.3. Focus area: Planet earth**

### **Environmental aspects**

Looking at a fact-based view of our planet's ecological developments is sobering: last year, earth's temperature was 1.3°C higher than pre-industrial levels – and in Germany it was actually 1.7°C higher. We have consequently almost reached, or in some cases already exceeded, critical tipping points for the climate. So it is high time to act!

The German government's current climate targets are in no way sufficient to limit global warming to 1.5 or a maximum of 2°C. If we continue to use and burn fossil fuels across the

world as we have to date, we will completely miss the Paris climate targets working on present scientific knowledge as our basis.

Development on major environmental aspects can be seen as encouraging. Until we relocated to the new buildings, the environmental aspects on which we had an indirect influence consisted of matters relating to artists', students' and concert guests' travel and transport, and to the management of events. The changes to our operations in the Casals Forum, and the entirely new world of facts, figures and data associated with this, have allowed us to begin recording, evaluating and minimising the consumption of resources in the context of events. Further area-specific topics with an environmental focus are set to be integrated into the existing management system, developing a time series of key figures over several years and, specifically, determining performance indicators to allow us to identify improvements.

Our activities place a somewhat negligible burden on the environment when compared to a manufacturing company. We are only able to influence transportation indirectly, though we have good a connection with regional public transport networks and ensure that our concert timings are coordinated with local timetables. Our primary environmental load currently comes from the electricity required for air conditioning in the buildings. And we are already working with two very environmentally friendly systems here: ice thermal storage technology and green electricity.

## **5. OUR STAKEHOLDERS**

The Foundation's key stakeholder groups were identified as part of the materiality and context analysis performed in accordance with the German Sustainability Code and ISO 14001:2015, using a dialogue process that involved several sessions.

The Board of the Kronberg Academy Foundation, staff, volunteers, artists (teachers and students) and sponsors were involved in the dialogue process to determine the Material Topics. When teaching context-specific curriculum content, we regularly enter into intense exchange with our students. As such, preparatory exchange between staff and tutors is imperative. We remain, of course, in continuous dialogue with artists, alumni, sponsors, the surrounding community and the authorities to communicate details of our outlook and the progress we have made in safeguarding the future of the Foundation. We hope to be able to provide valuable additional clarification on our Material Topics in these exchanges, particularly with other external stakeholders.

## 6. MATERIALITY PROCESS

A key tenet since the Academy was founded, the triad of MUSIC, PEOPLE and the PLANET determines the material significance of our Foundation's existence. These core fields of activity within our strategic development form a framework for the six Material Topics defined in our materiality analysis, which are presented in this report according to objectives, concepts, measures and results. In addition, we have conducted a participatory stakeholder dialogue, which we describe in detail in this report and will update on an ongoing basis. In 2023, we carried out a review of our materiality, which resulted in our objectives being more clearly defined. And we remain, of course, in continuous dialogue with our stakeholders. This gives us an awareness of not only having made the right decisions in the ongoing development process, but also of being able to implement the resulting measures in a carefully targeted way.

### 2022 Materiality Analysis

As part of the strategic process we have begun, we firstly identified and evaluated our Materiality Topics using a participatory dialogue method – working with an external sustainability advisor. Consideration was given here to our existing vision, which is highly visible in everyday life at the Academy, and combined with a questioning of current processes as well as an openness to innovation, which can act as a driving force for sustainable success in all areas. The Board of the Kronberg Academy Foundation, staff members, volunteers and tutors were involved in the dialogue process to determine the Material Topics.

### 2023 Review

Since the buildings are now in full operation, it was necessary to take a wider view of the context and also give consideration to the needs of the new stakeholders. The approach to material aspects was also reviewed in light of this. Wherever possible, these were re-recorded and re-evaluated accordingly for each department: administration, events management, communications, study programmes and facility management.

The following Material Topics were identified in 2022 and confirmed in the 2023 Review:

1. Foundation culture and teaching
2. Compliance and legal regulations
3. Communications
4. Organisation/processes
5. Environmental impact of travel logistics and events
6. Stakeholder involvement: staff/sponsors/society

## 7. MATERIAL TOPICS

Taking the style of a consolidated management approach, we have formulated a brief description of the most important development steps for the six following Material Topics.

### 7.1 Foundation culture and teaching

The Foundation deems it of material importance to work on a structured development of the organisational culture, focusing on the areas of “Corporate Identity” (CI) and “Education/Teaching”.

#### 7.1.1 Corporate Identity

Within the sphere of CI and based on our vision, the goal is to formulate objectives, measures, risk/opportunity assessments and time plans, in which responsibilities are assigned, in order to formulate specific guiding principles that enable consistency across both internal and external communications. This process is being implemented and has yielded initial results since 2022. A clear allocation of responsibilities within departments and further development of the governance structure are linked to this.

#### Guiding principles for sustainability

The philosophy of Pablo Casals, for whom art, humanity and respect for nature were inextricably linked, is the guide that we follow in all our educational and musical activities. Consequently, the act of bringing people together by fostering understanding, humanity and tolerance is a material feature of our training concept. Kronberg Academy acknowledges its responsibility towards music, people and the planet. As a community of shared values, we therefore wish to work together with our artists, sponsors, staff and audiences to make artistic, social and environmental sustainability one of the most important foundations underpinning our actions. We urge artists to stand by these principles and, for example when applying to our study programmes, to commit to upholding them and following them to the best of their ability.

#### 7.1.2. Teaching

With regard to teaching, our aim is to train young soloists to become artistic figures who think and act sustainably, who organise their lives as artists in line with these principles and who act as multipliers for them. In a significant step, a new co-curriculum was developed to integrate content on environmental and social sustainability into our study programmes. Both internal and external management system audits to assess process health in the achievement of targets have been taking place annually since November 2021.

#### 7.1.2.1 Overarching objectives and concepts

Several overarching objectives were defined and fixed in writing as a result of the audit.

#### Mission:

Students should leave Kronberg Academy as leading musical figures who will carry our social and environmental values out into the world (multipliers).

**Strategic goals:**

- During their studies, all students should perform in at least one social concert.
- The development of character and complementary soft skills through additional modules, for example in self-management or moderation, aims to set the artists apart as individuals in a highly competitive environment.

**Operational goals:**

- Collaboration with medical/social institutions for concert formats
- Coaching and seminars offered on a wide range of topics
- Increasing sensitivity to topics of sustainability
- Setting an example for sustainable management and social justice

**7.1.2.2 Measures within the study programmes****Onboarding with Casals**

At the start of the academic year, students are familiarised with the values and mission of Kronberg Academy as part of an onboarding process. This includes watching a short film about Pablo Casals. It is important to us that we should explain key structures and processes within the Foundation, such as the principle of solidarity and the aims of the study programmes, right at the very beginning so that we can give students a familiar framework in which to categorise the processes.

**Social events organised by and for students**

Amongst the aims of the training provided at our institution – alongside musical excellence – we strive to increase the young musicians' awareness of their responsibility to society within their profession. Their training should demonstrate ways in which they can do good for their fellow human beings through music, particularly for those who cannot afford weekly visits to world-class concerts, who have absolutely no contact with classical music and for those whose health prevents them from regularly attending classical concerts.

A number of collaborations with charitable partners are already in place for events with audiences, in which between twelve and 20 students can take part each year. Participation is compulsory for the 2023 intake onwards. These endeavours focus on increased awareness when dealing with given target groups, as well as designing appropriate programmes and providing an impetus for students to carry out similar projects themselves.

*People with dementia:* Students experienced how they can stimulate and motivate dementia patients through their music. Four conversation concerts, run in cooperation with Goethe University Frankfurt, have already taken place – at least two further dates are currently scheduled per year. Evaluation meetings will be held to discuss this.

*Conversation concert for patients at Klinik Hohe Mark, Oberursel:* In this initiative, people suffering from addiction experience chamber music at first hand. Concert dates have been scheduled with the Klinik Hohe Mark (a specialist hospital for people with mental disorders/addiction in Oberursel/Frankfurt) and programmes are currently being planned.



Prior to these events, students will receive coaching on music therapy and music psychology from specialists and experts at the clinic.

The objective is to create moving moments for patients to enable them to access their own emotions. For the students, it will offer a direct experience of the effect that music can have.

*Collaboration with Frankfurt Child Protection Association:* An initial phase has already begun in which students are getting to know primary school pupils, interactive concerts have taken place at the Orangerie in Frankfurt and a final concert has been held in the Casals Forum. The aim of this project is to bring disadvantaged children into contact with classical music. Here, the focus is on interaction with approachable artists and with music, and for the students it likewise entails learning and gaining experience with aspects of musical education.

### **Workshops/Seminars/Coaching**

A variety of lesson formats are used to prepare students for the wide range of aspects involved in professional life and to help them develop their own unique personalities. Although these elements are not directly linked to musical skill, they are becoming ever more important in the lives of professional musicians. Examples include presentation coaching with music journalist Tabea Dupree or Maximilian Maier, which equally helps equip the students for independently moderating their own concerts and gives them advice on interviews and how to present themselves.

Acquiring background knowledge on self-marketing, gaining an understanding of the cultural sector and how it functions, and learning self-positioning techniques feature in all of the formats.

In his music psychology seminar, renowned neuroscientist Professor Stefan Kölsch takes students on “A journey through the emotional world of music – how brain activity and emotions are altered by sound”. The teaching here relates to the effects that music has on the individual themselves and on others.

In addition, there is a seminar teaching self-help skills for dealing with pain, tension and poor posture as a musician.

Looking forward, in 2024 we intend to test discussion formats on social and environmental sustainability and pilot them with the students.

### **Sustainability curriculum**

A sustainability curriculum that was first envisaged in 2021 and compiled in 2023 will now be a contractual part of the study programmes and masterclasses from 2024 onwards. We have already organised a range of concerts with a link to social sustainability and continue to do so.

#### **7.1.3 Contribution to the SDGs**

Kronberg Academy sees its principal task in continuing and developing the legacy of Pablo Casals – in fostering an understanding of human responsibility for natural cycles whilst

training very young musicians to become masters of their discipline. And in such a way that subsequent generations of musicians adjust their (artistic) lives accordingly. At the same time, as a “sustainable music academy world”, the Kronberg campus not only supports environmental aspects, but above all the concept of social sustainability being a crucial area where musicians can lead.

This is why it was necessary to create “spaces of encounter” where students can interact outside of their studies. Environmental and social sustainability is becoming a firm part of the teaching content and complements the musical training.

(SDG 4: Quality Education, SDG 11: Sustainable Cities and Communities, SDG 13: Climate Action, SDG 16: Peace, Justice and Strong Institutions)

## 7.2 Compliance and legal regulations

### 7.2.1 Overarching objectives and concepts

The Foundation deems it of material importance to work on a structured development of compliance. This is subdivided into the relevant areas of occupational safety and health protection as well as contract and employment law, public law, foundation law and also “binding commitments” that affect the Foundation.

Overarching objectives in the area of occupational safety and health protection are to ensure, maintain and improve the safety, wellbeing and health of employees. When the legal handover of responsibility for systems in the new Casals Forum buildings was completed in late 2023, a major new additional subpackage of binding commitments was passed on to the Foundation as its owner, operator and events organiser.

The aim of compliance management is to guarantee that the Foundation’s actions correspond to the current legislative framework, its own statutes and contractual obligations to partners, as well as any self-imposed regulations or commitments it has entered into. The Board of the Foundation has a non-delegable responsibility for compliance with all regulations. As such, it is of particular importance to the Foundation that core values such as dependability, credibility, honesty and integrity should govern our actions. The Kronberg Academy Foundation exemplifies these values, for example through a communications culture characterised by openness. A concrete action plan for achieving these objectives was devised and three external management audits to assess the progress took place in 2022, 2023 and 2024.

### 7.2.2 Measures and results

#### 7.2.2.1 Board responsibility for reporting and implementation obligations regarding EMS/SMS implementation

Throughout the whole of 2023, the Board worked closely with all parties involved to agree the sustainability topics, and particularly with the sustainability advisor Matthias Friebe and the environment team. Its members provided a motivating presence at many of the team meetings, especially as the workload grew. Numerous suggestions and measures were approved and in 2023 the Board itself launched or took responsibility for a great many initiatives, particularly where construction decisions were concerned. A key example of this is the planning and feasibility study for the new student residence building, which will be constructed to German Sustainable Building Council (DGNB) platinum standard.

There have been no changes to the fundamental strategic goals, the policies of the Foundation or the associated processes. However, individual departments – or rather the environment team as a whole – have continually set specific new objectives that now need to be followed and implemented.

#### 7.2.2.2 Development of and compliance with binding commitments

We have evaluated all the relevant recommendations and advice from the 2022/23 audit and initiated each of the associated processes. A full risk analysis was carried out for this purpose.

We have followed the advice of the 2023 audit to seek professional support from a service provider by engaging in many expert discussions with Dr Ingo Hatzmann, General Counsel at Ernst & Young. A wide range of this content has now been put into practice. Unfortunately, a number of factors led to these meetings suffering long delays, meaning that this process has not yet been fully concluded.

On the basis of indications from the preceding certification audit and in the internal audit, however, we are currently able to assume that we are satisfying all legal requirements.

#### **7.2.2.3 Internal audits in 2024**

The internal audits completed with all departments in January 2024 ultimately revealed a somewhat inconsistent, yet amazingly encouraging picture given the challenging situation that preceded it. The only conclusion that can be drawn from this is that the work carried out during 2022/23, combined with the regular environment team meetings and above all the external audit completed in 2023, had a formative, inspirational effect and thus ultimately led to many permanent improvements.

#### **7.2.2.4 Sustainability management system**

Upon introduction of the sustainability management system, an accessible sustainability management handbook was compiled on a separate server for all staff, and a document system was established, which regulates and records the internal processes. This handbook is currently undergoing revision (latest draft: January 2024), as it has to be adapted to the new procedural situation in the Casals Forum.

Also in early 2024, we re-examined the extent to which the desired goals, measures, opportunities and risks from 2023 were implemented or achieved and used a traffic light system corresponding to the Deming Cycle method to assess this. The first step was to create a comprehensive list of all facts and data, so that we can increasingly navigate our way based on evaluations of these.

As a result of the relocation and construction activities, which continued into autumn/winter 2023, and specifically owing to a number of unresolved contractual situations relating to the approval and handover of the building, we were only able to compile very limited performance figures (key performance indicators) for our own new building. To date, it has only been possible to implement the differentiated recording and measurement system for energy and water consumption – which is rightly demanded by all environmental and sustainability standards – in a rudimentary fashion owing to the need for legal clarifications. We are in the process of initiating, or rather implementing, the technical foundations required for this, both with regard to the essential measurement technology that must be installed as well as the equally necessary hardware and software. Important targets here include internal approval of a draft measurement concept and the desired reference date for

its implementation, as well as specifying a date for establishing an initial carbon accounting framework.

#### **7.2.2.5 Sustainability curriculum**

A sustainability curriculum that was first envisaged in 2021 and compiled in 2023 will now be a contractual part of the study programmes and masterclasses from 2024 onwards. We have already organised a range of concerts with a link to social sustainability and continue to do so.

#### **7.2.3 Contribution to the SDGs**

By implementing the objectives outlined above, the Kronberg Academy Foundation is contributing to SDG 16: “Promote peaceful and inclusive societies for sustainable development”, since ethical guidelines have been provided and followed in all areas of the Foundation and any relevant operational activities. These take effect all along the entire value chain in our training and events operations. We put the pursuit of equal gender opportunities (SDG 5) into practice daily in all areas of the Foundation and our teaching.

## 7.3 Communications

### 7.3.1 Overarching objectives and concepts

The entire arts and events sector worldwide continues to grapple with the topic of sustainability – albeit at varying levels of speed and intensity. As an institution that depends on financial support and subsidies, the Foundation began preparing its statutes and mission statement accordingly at an early stage. Thanks to our approach, our activities and also the new buildings in our park-like surroundings, we are now perfectly suited to act as a flagship in this global development of the education, concert and events market.

The Foundation deems it of material importance to work on a structured development of compliance in the area of internal and external communications. This is subdivided into the relevant areas of “services”, such as catering, media service providers, printing houses, photographers and events technology, and “consumption of materials and use of resources”. Measures for achieving these objectives have already been set out and either partially implemented or planned.

Particular attention is paid to the manner in which corporate identity is communicated, both internally and externally. At the same time, consumption of resources must always be minimised and attention should be paid to the origin of products. Gradually, preference is being given to collaboration with service providers who act in a sustainable, environmentally conscious way. Here, we feel it is important that the majority of suppliers and service providers come from the local region. We have begun consistently evaluating our purchasing processes and adjusting them where necessary. Our aim is to collect data on further area-specific topics of environmental management and develop more key figures or, specifically, determine performance indicators to allow us to identify improvements.

Another pertinent goal is to boost both internal and external communications with regard to aspects of sustainability. Here, the publication of specific contributions on the intranet can help ensure credibility, as can regularly posting sustainability reports on the website. The DNK Sustainability Report is intended for expert target groups whilst the clear and concise reports in yearbooks serve to inform a wider public. In this way, we use a range of formats to communicate our progress to target groups in a tailored manner.

### 7.3.2 Measures and results

#### Services

Our supplier relationships have been reviewed and selected suppliers were visited. Their response was, in part, very positive, since it focused attention on their services. Many new projects were initiated in 2023, particularly within the area of events. Owing to a lack of input, however, not all of them were carried out (e.g. with the hotels and in catering). We were ultimately forced to acknowledge that the financial outlay and organisational work involved in this area are completely disproportionate to the potential environmental gain.

Indirect CO<sub>2</sub> emissions provide a good example here. We have begun recording the indirect CO<sub>2</sub> emissions caused by or attributed to Kronberg Academy (Scope 2 and 3) using a variety

of methods. This relates, for instance, to travel to and from the Academy by students, tutors, artists and concert goers.

Our proximity to Kronberg's station means that we are ideally located for eco-friendly journeys by train. We take this into account by adapting concert start times to the train schedules and by offering the combined option of free travel on the S-Bahn city train network with certain concert tickets. Irrespective of this, the proportion of concert attendees arriving by train varies widely depending on the programme. Rail users tend to come to us from the wider Rhine/Main area. However, large sections of our concert audiences are of an older generation, with the majority living in the close vicinity. These visitors prefer to drive directly to the underground car park with their cars, particularly on bad weather days. Since Kronberg's bus connections in the surrounding area are not ideally designed, this encourages people to use their own vehicles.

Nevertheless, we want to persevere with the offer of combined Rhine-Main public transport tickets and to continue to promote these, so that we can likewise gradually improve in this regard.

#### **Further minimising resource consumption**

Work in this area is continuous but has not always met with equal success, as we first had to become acquainted with the new sources of consumption in the Casals Forum. A relevant aspect that certainly helps with conserving resources is the fact that the majority of the service providers and suppliers come from the local region, meaning that transport routes are generally short. Our purchasing processes are subject to continual review and are adapted where necessary. In reality, however, we have a somewhat low number of suppliers.

#### **Events catering**

Our new caterers were chosen in early 2023 on the basis of their ability to provide sustainable catering. When it came to actual implementation, we later encountered serious problems which resulted in a last minute change. On undertaking some market research it became clear that, as a result of upheavals caused by the pandemic, there is practically no professional environmental management - or even sustainability management - in the sector at present. Catering companies therefore need to pay greater attention to topics of sustainability such as food origins, human rights considerations, fairtrade goods, carbon footprint etc, and should consult the guidelines issued by the German Environment Agency on sustainable event management.

#### **Social sustainability in events management**

This is, equally, a topic on which there is an ever stronger focus within the Foundation. However, there is sometimes a lack of support for this from our suppliers, as providing this information involves considerable time and effort.

#### **7.3.3 Contribution to the SDGs**

Our open communication of the Foundation's Material Topics ensures that our stance on the most pressing social issues of our time remains transparent. This not only provides

orientation for all members of the Kronberg Family, for our sponsors and supporters it is also an important element in documenting how our work is full of integrity and takes a values-based approach to use of the funds provided to us.

The Foundation reports on aspects of sustainability that fall within the established sustainability reporting framework of the German Sustainability Code (DNK) and submits a declaration derived from the requirements of the Eco Management Audit Scheme (EMAS). In addition, it makes all statements on our audited management system as specified in international standard ISO 14001:2015. As a foundation and private college, sustainable development is so fundamentally important to us because the purpose of our organisation, to train top-class young musicians in classical music, is directly linked to many of the United Nations Sustainability Development Goals (SDGs) and the global 2030 Agenda, as described in the other Material Topics.



## 7.4 Organisation/processes

### 7.4.1 Overarching objectives and concepts

The Foundation deems work on the structured development of organisational and process structures to be of material importance. The development of additional objectives and measures was planned and implemented up to the end of 2022. This focused on both an assessment of existing structures that should be developed further in order to increase efficiency, as well as on reducing the adverse impacts that arise from our operations. Universally speaking, we wish to minimise the consumption of resources, pay heed to the provenance of products and give preference to regional suppliers where the services are comparable. In the area of IT, we have endeavoured to gain a better overview of the CO<sub>2</sub> emissions that result from server and hardware use. However, it has proven to be the case that data centres are not yet in a position to be able to provide detailed information on the CO<sub>2</sub> emissions that affect us. To do this, we would need significantly more expensive, separate, independent data structures, which would not be compatible with an organisation of our size.

### 7.4.2 Measures and results

Using the existing, internal evaluation matrix for the desired objectives and measures, a new medium-term structure was drafted and put in place for transforming the Kronberg Academy Foundation into a sustainable organisation.

The main objective in the long-term is to make Kronberg Academy an attractive, sustainable employer. A new assessment carried out by the audit team in 2023 increased the importance of the relevant economic, environmental and social effects of the “Organisation/processes” topic by one point.

In light of this, a new organisational structure was designed in a multi-phase process. At the time of publication, that structure is now being planned in more detail.

## 7.5 Environmental impact of travel logistics and events

### 7.5.1 Overarching objectives and concepts

The Kronberg Academy Foundation deems reducing the environmental impact of travel logistics and events to be of material importance. Objectives and measures to help achieve this objective have already been determined. We want to increase environmental sustainability in the key areas of “study programmes” and “concert events”. Our aim is to achieve gradual improvements through reduced consumption of resources, responsible selection of materials and forging partnerships with suppliers who trade in an eco-conscious, sustainable manner.

World-class, international musicians are the lifeblood of Kronberg Academy – something that cannot readily be made more regional. Artists therefore often have to travel long distances, which unfortunately comes with a corresponding carbon footprint. Wherever

possible, short haul flights should be avoided or reduced, and rail travel should be given preference.

Thanks to the excellent transport connections with the train station on our doorstep, some employees and concert guests already travel to us using public transport. And we have now further implemented this goal by offering a combined concert/transport ticket that permits free travel for concert goers on the regional Rhine-Main public transport network (RMV). We encourage providers supplying local transfer services for artists to forego vehicles with combustion engines and instead use electric or hydrogen vehicles. This objective has likewise already been achieved, in two stages: at first, in 2021, with luxury electric cars, and since autumn 2022 with somewhat smaller EVs.

We have begun recording, evaluating and minimising the consumption of resources in the context of events. Data will now be collected for further area-specific topics relating to environmental management, developing a time series of key figures over several years and, specifically, determining performance indicators to allow us to identify improvements. This will primarily relate to our relocation to the Casals Forum, and thus to an entirely new set of figures, data and facts.

Unfortunately, implementation has been hampered by the fact that handover of the building (both legal and operational) was significantly delayed, and as a consequence there are currently no measurable figures from the buildings. In a broader context, there is also a need to expand the planning, organisation and implementation of event options with regard to social sustainability.

## **7.5.2 Measures and results**

### **Changes to the management system**

No substantial changes were made to the environmental management system itself. However, certain subsequent modifications were required owing to the entirely different scenario at the new site and the adjustments, or additions, to the systemic processes that resulted from this. From the outset, the combined sustainability management system was constructed such that it could be smoothly transferred to the new setting. The changes result from the fact that Kronberg Academy is now no longer a tenant, but a property owner responsible for the premises. This brings many new possibilities, but likewise comes with constraints and entails numerous different processes.

In late January/early February 2024, we reached a target attainment level that gives cause for satisfaction in spite of the restrictive construction problems. The management system withstood the challenges of 2023, which can be attributed to the fact that it has already been largely accepted by all employees and other stakeholders who are involved to a greater or lesser extent.

### **Resulting risks and opportunities**

Since the Academy was only able to identify, or act as the cause for, very few environmental risks at our old sites in Kronberg's Rezeptur and Streitkirche buildings, evaluation of these

tended to be in an indirect capacity (Scope 2 and 3). What is more, they related (and still do relate) to the risks associated with entering entirely uncharted territory within the landscape of artistic training through our initiative to build a sustainability management system; firstly in accordance with the verifiable criteria of the German Sustainability Code for Higher Education Institutions (DNK), and secondly in line with the requirements of ISO 14001:2015.

For this reason, it was important to meet the complex aforementioned demands of the different stakeholders whilst remaining true to ourselves at the same time. After all, over the 30 years of its existence, the Academy has built up a unique global reputation.

Concurrent with this, we came to realise that the biggest and most important sustainability improvements we could make as a training institute were in developing the education we offered in line with our guiding principle of “Responsibility towards music, people and the planet”. Opportunities did and do exist in first learning how we can go beyond teaching instrumental mastery to likewise prepare the best rising talents for navigating the climate-driven and social upheavals they will face in the coming decades of their careers as artists. How are travel conditions changing, and what about event management? How will the concert market tackle these challenges in future? What does music mean and what can it achieve in this context? We are currently learning all this ourselves as an institution on an almost daily basis, and thus those who study with us learn it, too.

### **Environmental performance**

Development on major environmental aspects can be seen as encouraging. Until we relocated to the new buildings, aspects on which we only had an indirect influence consisted of matters relating to artists’, students’ and concert guests’ travel and transport. Printed products and the hosting of our website also fell into this category. Compared with a manufacturing company, these activities place a very insignificant burden on the environment.

### **Casals Forum**

Upon moving into our own buildings, the situation has changed dramatically: in addition to the impacts cited above, we now generate energy and water consumption, we operate an expensive air conditioning system. And with the new opportunities provided by the space we now occupy, a new sphere of business and activity has emerged, one which is growing and has led to the introduction of various new processes.

We now need to collect and evaluate data on the direct and indirect environmental burden associated with this, and then minimise the impact as far as possible within a learning process. The initial steps have already been discussed by the team and processes have been developed, except with regard to the measurement technology required.

Key facility management figures are stored in the corresponding work folder for the individual areas, provided it has so far been possible to gather them. It was necessary to apply a construction scenario to the 2023 figures. Student numbers for the study programmes and an evaluation of visitor numbers, including a capacity utilisation rate for events from an audience survey on travel, are also available. The vast majority of the key

CO<sub>2</sub> findings for 2022 relating to events are available from the travel management department. However, owing to the enormous workload involved in calculating these figures and since, even with help of this information, we would not be able to change much, it was decided that the 2023 calculation should be suspended.

### **Innovative ice storage technology**

Whilst constructing the Casals Forum, a large underground thermal energy store was created, which allows ambient heat to be stored and thus creates a highly efficient supply of heating and cooling for the Forum.

Following some initial teething problems, which were to be expected, it was possible to install the energy store so that it is now fully functioning and we can achieve the carbon neutrality we have striven for. At present, this cannot be verified owing to insufficient data. The programming must likewise be optimised before the ice storage tank can demonstrably operate at a carbon neutral level. We estimate that there will be an adjustment period of one to three years.

Thanks to the contract we concluded in autumn 2022 for the supply of certified green energy from regional sources, we are able to prove our carbon neutral status without additional compensation measures.

### **Biodiversity**

Kronberg Academy has only limited means with which to support biodiversity. The roof of the Academy is covered with a substrate layer and planted with suitable dry habitat plants. The selection of plants and the quality of the work were judged to be successful and professional by experts from Germany's Nature and Biodiversity Conservation Union (NABU) and biologists at Goethe University Frankfurt.

Pockets of sand (sandariums) were incorporated to create homes for wild bees. Two insect hotels for other species of bees and insects, as well as nest boxes for birds, are likewise being planned.

### **CO<sub>2</sub> emissions**

As already discussed, the delayed legal acceptance and handover procedure has so far prevented us from monitoring and recording classical key figures to Scope 1 in the new buildings. We hope to be able to begin doing so in 2024, so that we will have the first valid data foundation in 2025. The situation here is different for the Scope 2 and Scope 3 emissions, as we were able to generate figures for these for the first time. However, we will only find out what they ultimately mean when the first comparisons can take place in 2025.

Collecting data on the CO<sub>2</sub> emissions that result from audience members travelling to and from concerts provided an interesting learning curve. As became apparent, the workload involved in collecting the data was substantial, the figures were reasonably valid, but the findings were sobering: we were able to make little to no difference to travel behaviour excepting through the underutilised, and for us expensive, offer of travelling to concerts by train for free. The team consequently decided to carry out no further data collection in this area for the time being.

### **7.5.3 Contribution to the SDGs**

We substantiate our commitment to protecting our environment by means of qualitative and quantitative objectives, or rather environmental guidelines, which we implement within our certified environmental management system pursuant to ISO 14001. These are directly connected to the UN Sustainable Development Goals ratified in the 2030 Agenda. (SDG 11: Sustainable Cities and Communities, SDG 13: Climate Action, SDG 16: Peace, Justice and Strong Institutions)

## **7.6 Stakeholder involvement**

### **7.6.1 Overarching objectives and concepts**

The Foundation deems it to be of material importance to manage and foster relationships with its employees, sponsors and social stakeholder groups in a structured manner. Objectives and measures to help achieve this objective have already been determined. The long-term direction of the Academy needs to be aligned with the demands and expectations of stakeholders, and should fulfil them to the greatest possible extent without foregoing its own approach. Its fundamental profile should therefore be maintained and supported.

The Foundation will always remain true to its principles. It actively reaches out to the Kronberg Family, especially its sponsors and supporters, as well as other social stakeholders to explain its approach and solicit support. In general, we are keen to obtain any type of support that is consistent with our values, to ensure the long-term viability of the Foundation. All reporting and implementation obligations connected with putting a suitable environment and sustainability management system into practice fall within the responsibility of the Board of the Kronberg Academy Foundation.

### **7.6.2 Measures and results**

#### **Personnel**

Our employees are highly qualified and motivated. Over the years, they have developed a special degree of identification with Kronberg Academy, as well as with the concept of sustainability and the management system.

The upheaval of relocation, the long construction period, the enormous dynamic growth and the long-term obligations connected with building and maintaining the new premises have led to the development of new structures and demands placed on staff members. This is why minimising personnel changes is one of our most important concerns. In furtherance of this, we incorporated the key objective of “Making Kronberg Academy an attractive, sustainable employer” into our internal evaluation matrix.

For example, as one of many compensation measures, the Academy will be offering its employees work bikes from 2024 onwards. In contrast to the cramped office space endured for decades in the Rezeptur, now that construction work on the Academy buildings is largely

completed we have created an extremely professional, appealing and comfortable working environment. The rooms are arranged around a green courtyard, planted with mature trees, that invites employees to relax. All desks are adjustable in height, and the entire stock of computer equipment has been updated. In addition, the lighting meets the latest working standards.

### **Expectations of interested parties**

We identified and specified the interested parties that are most important to us in 2021. These include our sponsors, the students and teaching body, the Artistic Council, the Kronberg community, political institutions in Hesse and at federal level, the German Council for Sustainable Development and its code (DNK), the staff and local residents, and last but not least our concert visitors. These groups see our sustainability work in a predominantly favourable light.

However, where feedback was initially plentiful, we perceive it to have strongly decreased since 2023. Enquiries about our sustainability reports have come exclusively from degree students, usually in connection with dissertations or theses. As a result of this, we decided to continue with the DNK sustainability reporting standard for institutes of higher education as verifiable evidence of our sustainability work, as was planned for in the system. This report was revised using data and information from 2022 as required by the standard, reviewed twice by expert auditors at the DNK and finally published on the DNK website.

To date, only few readers have shown an interest in the ambitious Sustainability Report on our website, which complied as far as possible with the GRI criteria. We have consequently decided to make the present, significantly shorter, report featuring the latest information, which corresponds precisely to our operating environment, available online for the present time. This will enable us to allow for the fact that, owing to the construction situation, in 2024 we will again only be able to disclose a small number of the Key Performance Indicators required by all reporting formats for 2023. In future, we will now also be able to adjust and report on the latest data and developments with far greater flexibility.

It is therefore our goal that improved measurement data will progressively enable us to record hard evidence throughout 2024, which we will then be able to report on in 2025. However, it is also clear to us that we are an institute of higher education, not a resource-consuming, manufacturing operation. Our primary environmental load comes from the electricity required for air conditioning in the buildings. And we are already working with two very environmentally friendly systems here: ice thermal storage technology and green electricity.

### **7.6.3 Contribution to the SDGs**

We foster good relationships with our students and alumni, sponsors, neighbours, institutions, authorities and all other interested parties, and communicate how Kronberg Academy is shouldering its environmental and social responsibilities in a transparent manner. We incorporate topics of sustainability into our public events and strive to make them accessible to people through music. (SDG 17: Partnerships for the Goals)

The executives and teaching staff act as role models in every respect: they exemplify environmentally and socially conscious behaviour. At the same time, they motivate their colleagues and students to develop their own ideas of how to avoid both detrimental environmental impacts and all forms of discrimination.

We respect the rights of our staff members and volunteers and ensure that the conditions of our working environment are fair. (SDG 4: Quality Education, SDG 5: Gender Equality, SDG 8: Decent Work and Economic Growth, SDG 10: Reduced Inequalities)