



الكلية الحديثة للتجارة والعلوم
MODERN COLLEGE
OF BUSINESS & SCIENCE

Modern College of Business and Science (MCBS)

Environmental, Social and Governance Report 2024

Estidama Center for Sustainability, MCBS





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In line with our national commitment to addressing the far-reaching impacts of climate change and promoting the responsible use of resources, the Sultanate of Oman fully embraces the goal of achieving net-zero carbon emissions by 2050. This target is not only a response to global climate imperatives but also a foundational pillar of Oman Vision 2040. Recognizing the critical role of education and innovation in this journey, we continue to direct efforts to accelerate the growth of the renewable energy and sustainability sectors. These efforts include the development of a forward-looking legal and policy framework, alongside the provision of incentives that encourage foreign investment and support the growth of local industries and knowledge ecosystems.

Academic institutions such as yours stand at the forefront of this transformation—equipping future leaders, fostering climate-conscious research, and creating sustainable campuses that reflect the values of resilience, innovation, and environmental stewardship.

Through collaboration, education, and action, we will shape a future that is not only carbon-neutral but also rich in opportunity, equity, and sustainable progress for generations to come.

His Majesty Haitham Bin Tariq
Sultan of Oman

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List of Abbreviations

Abbreviation	Full Form
MCBS	Modern College of Business and Science
ESG	Environmental, Social, and Governance
SDGs	Sustainable Development Goals
GRI	Global Reporting Initiative
OAAAQA	Omani Authority for Academic Accreditation and Quality Assurance of Education
IPCC	Intergovernmental Panel on Climate Change
DEFRA	Department for Environment, Food and Rural Affairs
EPA	Environmental Protection Agency (USA)
OMR	Omani Rial
LED	Light Emitting Diode
HVAC	Heating, Ventilation, and Air Conditioning
SMEs	Small and Medium Enterprises
PRME	Principles for Responsible Management Education
HESI	Higher Education Sustainability Initiative
UNAI	United Nations Academic Impact
IACBE	International Assembly for Collegiate Business Education
HLC	Higher Learning Commission
CANIE	Climate Action Network for International Educators

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Introduction

Message from the Executive Chairman

SUSTAIN | REBOUND | IMAGINE

Dr. Muneer bin
Mohammed Al-Maskari



I am pleased to present the inaugural Environmental, Social, and Governance (ESG) Report of the Modern College of Business and Science (MCBS). This report marks a significant milestone in our journey towards embedding sustainability into the core of our institution's mission and operations.

As we reflect on the pivotal year of 2024, it becomes evident that our collective journey towards sustainability has reached a critical juncture. Globally, the urgency to address climate change has intensified, with the first UN Global Stocktake revealing that the world is not on track to meet the commitments of the Paris Agreement 2015. Locally, Oman has reaffirmed its dedication to sustainable development through the ambitious goals outlined in Vision 2040, emphasizing environmental stewardship, economic diversification, and human capital development.

At the Modern College of Business and Science (MCBS), we recognize our integral role in this transformative era. Our commitment to sustainability is not merely a response to global trends but a reflection of our deep-rooted responsibility to our community and nation. Through the thematic pillars of **SUSTAIN**, **REBOUND**, and **IMAGINE**, we chart our course forward.



SUSTAIN: At MCBS, sustainability is not merely a concept but a guiding principle that influences our decisions and actions. We have integrated sustainable practices into our curricula, research, and campus operations, reflecting our commitment to environmental stewardship and social responsibility. Our initiatives aim to reduce our ecological footprint, promote inclusivity, and foster a culture of continuous improvement.

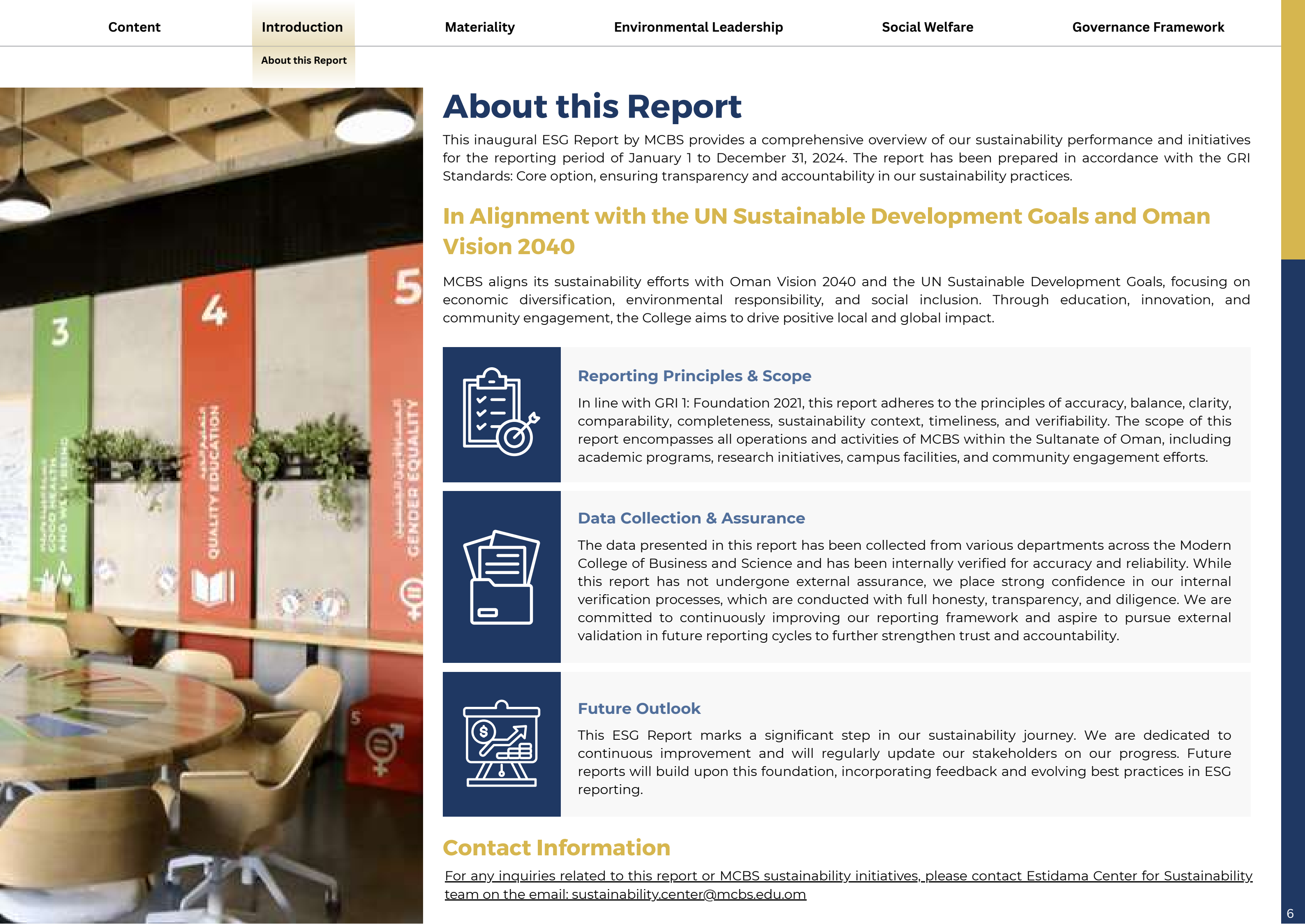


REBOUND: In the face of global challenges, including climate change and socio-economic disparities, MCBS has demonstrated resilience and adaptability. We have strengthened our governance structures, enhanced stakeholder engagement, and implemented policies that promote transparency and ethical conduct. Our efforts are aligned with Oman's Vision 2040, emphasizing the importance of sustainable development and innovation in building a prosperous future.



IMAGINE: Looking ahead, we envision MCBS as a catalyst for positive change, inspiring our students, faculty, and community to reimagine possibilities and drive transformative initiatives. We are committed to fostering an environment that encourages creativity, critical thinking, and collaboration, equipping our graduates to address complex global issues with innovative solutions.

This ESG Report provides a comprehensive overview of our achievements, challenges, and aspirations. It reflects our dedication to transparency, accountability, and continuous progress. We recognize that sustainability is a collective endeavour, and we invite all stakeholders to join us in shaping a more equitable and sustainable future.



About this Report

This inaugural ESG Report by MCBS provides a comprehensive overview of our sustainability performance and initiatives for the reporting period of January 1 to December 31, 2024. The report has been prepared in accordance with the GRI Standards: Core option, ensuring transparency and accountability in our sustainability practices.

In Alignment with the UN Sustainable Development Goals and Oman Vision 2040

MCBS aligns its sustainability efforts with Oman Vision 2040 and the UN Sustainable Development Goals, focusing on economic diversification, environmental responsibility, and social inclusion. Through education, innovation, and community engagement, the College aims to drive positive local and global impact.



Reporting Principles & Scope

In line with GRI 1: Foundation 2021, this report adheres to the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. The scope of this report encompasses all operations and activities of MCBS within the Sultanate of Oman, including academic programs, research initiatives, campus facilities, and community engagement efforts.



Data Collection & Assurance

The data presented in this report has been collected from various departments across the Modern College of Business and Science and has been internally verified for accuracy and reliability. While this report has not undergone external assurance, we place strong confidence in our internal verification processes, which are conducted with full honesty, transparency, and diligence. We are committed to continuously improving our reporting framework and aspire to pursue external validation in future reporting cycles to further strengthen trust and accountability.



Future Outlook

This ESG Report marks a significant step in our sustainability journey. We are dedicated to continuous improvement and will regularly update our stakeholders on our progress. Future reports will build upon this foundation, incorporating feedback and evolving best practices in ESG reporting.

Contact Information

For any inquiries related to this report or MCBS sustainability initiatives, please contact Estidama Center for Sustainability team on the email: sustainability.center@mcbs.edu.om

Board of Governance

The MCBS Board of Governance plays a vital role in shaping the strategic direction of the College, ensuring it responds effectively to emerging opportunities and national priorities. Comprising distinguished academic, industry, and civic leaders, the Board is responsible for overseeing institutional policies, budget approvals, academic leadership appointments, and compliance with regulatory requirements.

Key responsibilities include approving tuition policies, student admissions, internal regulations, and institutional development plans. The Board also reviews academic recommendations, manages donations and grants, and ensures alignment with MCBS's mission of delivering quality education. Meetings are convened at least three times per academic year under the leadership of the Board Chair.



11% of Board Members Are Female, Indicating Emerging Female Representation Across Academia, Industry, and Civic Leadership.



Prof. Amer Al Hinai
Chairman, BOG



Muneer Al Maskari, Ph.D.
Executive Chairman, MCBS



Prof. Ahmed Al Naamany
Advisor, MCBS & Assistant
Chairman, BOG



Ms. Ibtisam Al Riyami
Board Member



Eng. Mohammed Al Kindy
Board Member



Dr. Amur Al Yahmedi
Board Member



Eng. Muhammad Al Harthy
Board Member



Dr. Ahmed Al Maashri
Board Member



Dr. Moosa Al Kindi
Board Member and
Rapporteur

MCBS has 3100+ students from 35 nationalities with faculty and staff members from 31 nationalities

MCBS Profile

Overview



The Modern College of Business and Science (MCBS) is a leading private higher education institution based in Muscat, Oman. Since its establishment in 1996, MCBS has developed a strong reputation for delivering high-quality undergraduate and postgraduate programmes in business, science, and technology. The College is accredited by the Omani Authority for Academic Accreditation and Quality Assurance of Education (OAAAQA) and maintains an ongoing commitment to academic excellence, stakeholder engagement, and continuous improvement.

Mission



The Mission of Modern College of Business and Science is to facilitate learning and growth in knowledge, skills, innovation, and technical know-how that will best serve the community in the 21st Century.

Vision



To provide quality education and be a prominent institution of higher education in the region.

Core Values at MCBS



MCBS distinguishes itself by being fair, open and ethical. Our core values guide our academic programs, policy and practice towards the fulfillment of our vision and mission.

Fair:

MCBS encourages equal opportunity, quality, and professionalism.

Open:

MCBS believes in freedom of expression and academic enquiry.

Ethical:

MCBS supports ethical and religious values, and endeavors to preserve the Omani heritage.

Academic Programs

MCBS offers a diverse range of academic programs across various levels:

Doctoral Program

- Ph.D. in Business Administration (English medium instruction), the first of its kind in Oman.

Master's Programs

- Seven master's programs, including:
 - Master in Islamic Banking and Finance
 - Master in Information Technology
 - Cyber Security
 - Enterprise Resource Planning
 - Networking
 - Project Management
 - Master in Commercial Law
 - Master of Business Administration (English and Arabic medium instruction)
 - Master of Public Administration (Arabic medium instruction)
 - Master of Human Resource Management (Arabic medium instruction)

Bachelor's Programs

- Nineteen undergraduate programs, including:
 - Bachelor of Business Administration (English and Arabic medium instruction)
 - Bachelor of Public Administration (Arabic medium instruction)
 - BS in Computer Science
 - BS in Information Systems
 - BS in Game Development and Animation
 - BS in Auditing and Forensic Accounting
 - BS in Aviation Management
 - BS in Digital Business Management
 - BS in Health and Safety Management
 - BS in Risk Management and Insurance
 - BS in Transport and Logistics Management

- BS in Management of Design, Innovation and Entrepreneurship
- BS in Commercial Law
- BS in Accounting
- BS in Statistics
- BS in Applied Technologies
- BS in Information Security
- BS in Business Administration with various specializations
- BA in Economics

Associate Programs

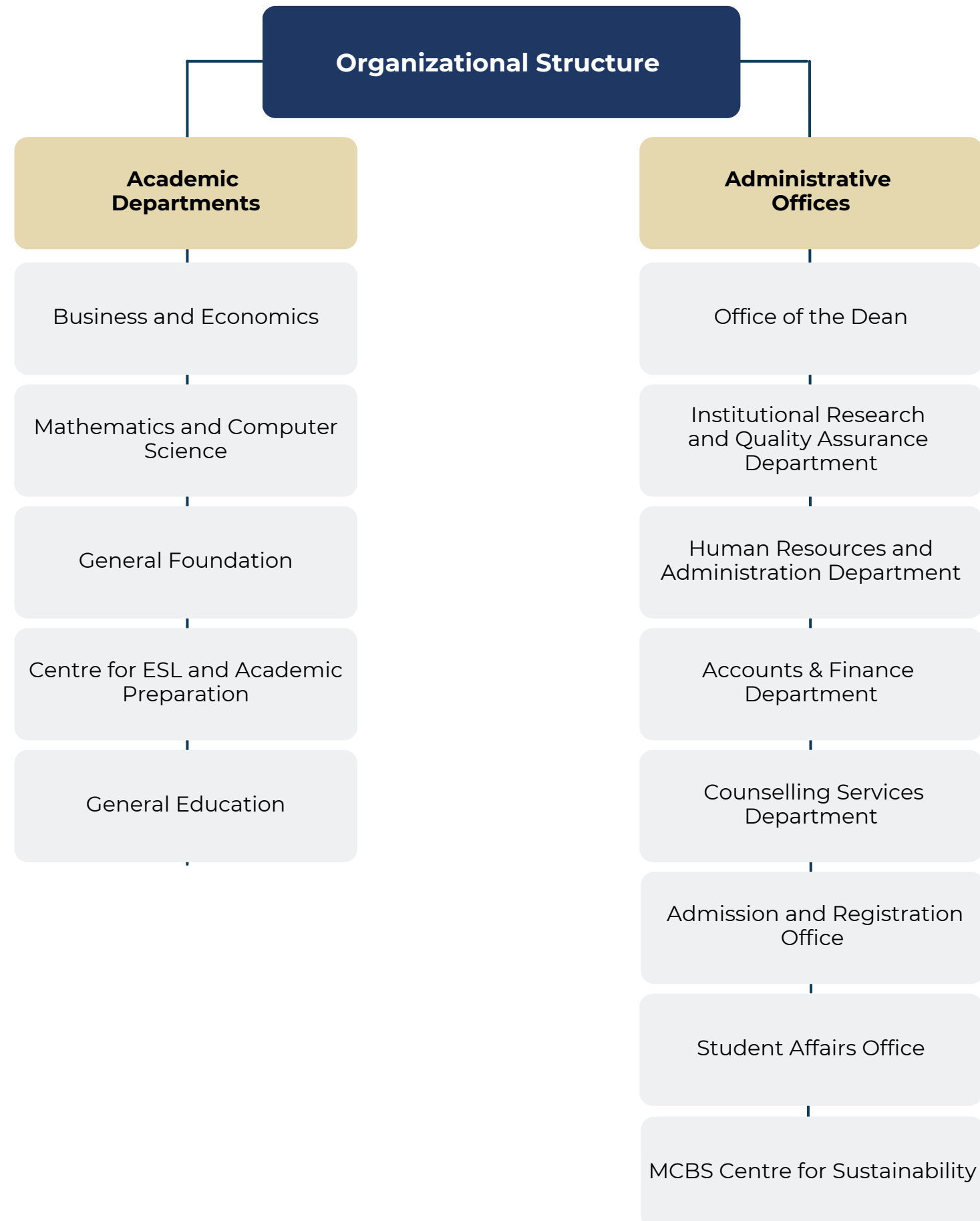
- Four associate programs, including:
 - Associate of Business Administration (General, Accounting, Economics and Banking, Management, Management Information Systems, Marketing)
 - Associate of Computer Science
 - Associate of Information Communication Technology
 - Associate of Public Administration (Arabic medium instruction)

Foundation and Diploma Programs

- A General Foundation Program and BTEC Diploma programs are also offered to prepare students for higher education and professional careers.

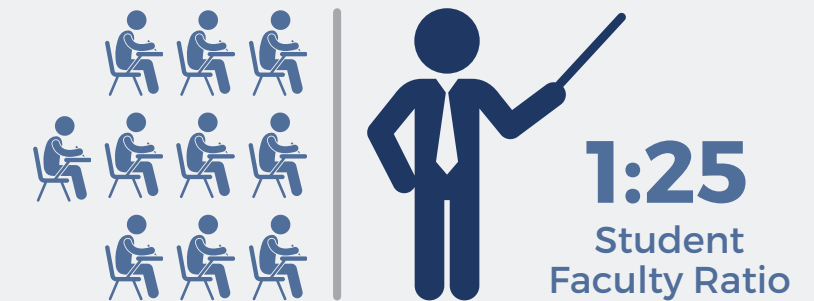
Organizational Structure

MCBS's organizational structure comprises various departments and offices that support its academic and administrative functions:



Student and Faculty Demographics

MCBS hosts over 3,100 students from 35 nationalities and employs faculty and staff from 31 nationalities, fostering a diverse and inclusive academic environment.



The college maintains a faculty-to-student ratio of 1:25, ensuring personalized attention and support for students.

Accreditations and Affiliations

Omani Authority for Academic Accreditation and Quality Assurance of Education (OAAAQA)



The Modern College of Business and Science is one of the Sultanate's few universities to acquire institutional accreditation from the Omani Authority for Academic Accreditation and Quality Assurance of Education (OAAAQA). This is a reflection of the MCBS journey towards achieving excellence and is recognition of its quality programs, teaching and learning and the quality processes and procedures that are in place.

International Assembly for Collegiate Business Accreditation (IACBE)



The MBA program, delivered in collaboration with Franklin University, holds specialized accreditation from the International Assembly for Collegiate Business Education (IACBE). It is an international independent accreditation for business programs known around the world and granted to more than 160 universities in 17 countries.

Accreditation Service for International Schools, Colleges, and Universities (ASIC)



MCBS is accredited by the Accreditation Service for International Schools, Colleges, and Universities (ASIC) in the UK, achieving Premier status due to outstanding operational standards. ASIC is recognised by UKVI in UK, is a member of the CHEA International Quality Group (CIQG) in USA and is listed in their International Directory, is a member of the BQF (British Quality Foundation) and are institutional members of EDEN (European Distance and E-Learning Network) and is a member of International Network for Quality Assurance Agencies in Higher Education (INQAAHE).

The Higher Learning Commission – USA



Franklin University's MBA program has been reviewed and accredited by the Higher Learning Commission. The Higher Learning Commission (HLC) is an independent corporation and one of six regional institutional accreditors in the United States. In 2024, MCBS was accepted into the AACSB Business Education Alliance. Additionally, the college was awarded a QS 5 Stars rating, placing it among the world's elite institutions of higher education.

International Relations



University of Missouri, St. Louis (UMSL)

MCBS has a strong affiliation with the University of Missouri, St. Louis (UMSL), a renowned public research university in the United States at both the associate degree level and the bachelor's degree levels. In addition to a master's in information technology and a Master's in Commercial Law. This partnership enables MCBS students to benefit from UMSL's expertise and resources, fostering academic cooperation and facilitating the transfer of credits between the two institutions. The affiliation also encourages faculty collaboration, joint research projects, and knowledge sharing, enhancing the academic experience for both MCBS and UMSL students.



Franklin University

MCBS has formed an affiliation with Franklin University, a respected private university in the United States for Master of Business Administration. This partnership offers MCBS students the opportunity to pursue dual degrees or transfer credits to Franklin University. The affiliation promotes academic collaboration, faculty exchanges, and joint initiatives focused on enhancing the educational experience and expanding the academic offerings for MCBS students.



The University of Jordan

MCBS has established an partnership with The University of Jordan, a prestigious institution located in Amman, Jordan for Master of Public Administration and Master of Human Resource Management. This partnership aims to promote academic cooperation, faculty exchanges, and joint research projects between the two institutions. The partnership provides MCBS students with opportunities for cultural and academic exchange, enabling them to broaden their perspectives and develop a global outlook.



Management and Science University, Malaysia

Management and Science University (MSU) is a private university in Malaysia located in Shah Alam, Selangor. The university was founded in 2001 as University College of Technology & Management Malaysia before officially becoming a full fledge university in October 2007 as Management & Science University.

Commitment to a Sustainable Economy and Low-Carbon Future by 2050

Modern College of Business and Science (MCBS) is committed to achieving net-zero carbon emissions by 2050, in alignment with Oman Vision 2040 and global climate targets. Sustainability is integrated across operations, academics, and community engagement to support a resilient, low-carbon economy.

ADRI Framework

A

Approach

D

Deployment

R

Results

I

Improvement

MCBS adopts a structured, institution-wide approach to achieving Net-Zero by 2050. This includes formal governance and policy frameworks, defined carbon-reduction targets and KPIs, and integration of sustainability considerations into strategy, academic programmes, campus operations, and community engagement, in alignment with Oman Vision 2040 and global climate goals.

To operationalize its sustainability approach, MCBS has implemented:

- ✓ **Energy-Efficient Infrastructure:** Upgrading to energy-efficient lighting across all campus facilities.
- ✓ **Renewable Energy Projects:** Developing a solar-powered car park expected to generate 35.05 MWh annually, reducing 606 tons of CO₂ emissions over 25 years.
- ✓ **Sustainable Campus Enhancements:** Initiatives to expand green spaces and promote eco-friendly transport.
- ✓ **Waste Management:** Launching recycling campaigns and e-waste management programs to minimize environmental impact.
- ✓ **Academic Integration:** Introducing the “Introduction to Sustainable Development” course into the General Education Curriculum, fostering foundational knowledge in sustainability among students.

MCBS has demonstrated measurable progress in embedding sustainability into its ecosystem:

- ✓ **Operational Impact:** Installation of renewable energy systems and energy-saving technologies directly contribute to carbon footprint reduction.
- ✓ **Student Engagement:** Curriculum enhancement and community initiatives have increased awareness and participation in sustainable practices.
- ✓ **Institutional Capacity:** Through partnerships and internal collaboration, MCBS has developed mechanisms to support environmental stewardship and innovation.

MCBS has demonstrated measurable progress in embedding sustainability into its ecosystem:

- ✓ **Carbon Footprint Monitoring:** Collaboration with sustainability consultants enables MCBS to regularly assess and update its carbon footprint data, helping to benchmark progress and refine interventions.
- ✓ **Sustainability Performance Reviews:** Periodic internal audits and sustainability performance reviews are conducted to evaluate the effectiveness of implemented projects, identify inefficiencies, and recommend actionable improvements.
- ✓ **Feedback Loops and Stakeholder Input:** MCBS promotes an inclusive approach by engaging students, faculty, staff, and external stakeholders in sustainability dialogues. Feedback collected through surveys, town halls, and stakeholder meetings informs policy adjustments and program refinement.
- ✓ **Policy and Governance Review:** Institutional sustainability policies are subject to regular review and updates to remain aligned with national regulations, emerging technologies, and international best practices.
- ✓ **Technology Integration and Innovation:** The college continuously explores innovative technologies and digital tools to improve resource efficiency, track emissions, and automate data collection and reporting.
- ✓ **Capacity Building and Training:** Ongoing **capacity-building workshops and professional development programs** are offered to faculty and staff to enhance sustainability knowledge and implementation capabilities.
- ✓ **Academic Curriculum Evaluation:** The sustainability curriculum, including the “Introduction to Sustainable Development” course, undergoes **regular evaluation** to ensure it remains relevant, comprehensive, and aligned with global sustainability challenges.
- ✓ **Research Impact Assessment:** MCBS actively evaluates the **impact of funded research and student projects** on sustainability outcomes to guide future support and encourage scalable, community-driven innovations.
- ✓ **Benchmarking Against Best Practices:** The college engages in **regional and international benchmarking** to compare its sustainability performance with peer institutions and adopt best-in-class methodologies.

Future Actions | To advance toward its 2050 net-zero commitment, MCBS has outlined the following future-focused strategies:

Strategic Planning:

MCBS will define a long-term roadmap for net-zero emissions, focusing on zero-carbon infrastructure, energy-efficient renovations, and carbon-conscious refurbishments.

Scope 1 and 2 Emissions:

The college will incorporate Scope 1 and Scope 2 emissions, including embodied carbon from new developments and upgrades, into its decarbonization strategy.

Research and Collaboration:

MCBS will expand applied sustainability research and build partnerships with industry, government, and universities to pilot low-carbon solutions and inform teaching and policy.

Research Support:

MCBS will provide institutional support for faculty and student research on sustainability and climate innovation.

Academic and Institutional Roles:

The college will identify specific roles for academic departments, research centers, and initiatives to generate measurable outputs in decarbonization.

Financial Strategy:

MCBS will allocate dedicated budgetary resources to support renewable energy and sustainability projects.

Partnerships and Investments:

MCBS will actively pursue partnerships with governments, NGOs, and local bodies to secure investments and support green infrastructure.

Community Engagement:

MCBS will continue to organize seminars, workshops, and conferences to foster awareness and exchange on sustainability challenges.

MCBS Net Zero Roadmap (2024–2050)

2024**Milestone:**

- **Baseline Assessment**

Strategic Actions:

- Conduct comprehensive GHG emissions audit
- Establish Sustainability Committee
- Establish Baseline

Alignment with National Goals:

- Initiate alignment with Oman's Vision 2040

2025–2027**Milestone:**

- **Energy Efficiency Enhancement**

Strategic Actions:

- Retrofit campus buildings with energy-efficient systems
- Implement smart energy management systems

Alignment with National Goals:

- Support national energy efficiency targets

2031–2035**Milestone:**

- **Sustainable Transportation**

Strategic Actions:

- Transition 50% of campus vehicles to electric
- Install EV charging stations on campus

Alignment with National Goals:

- Align with national plans for zero-emission vehicles

2028–2030**Milestone:**

- **Renewable Energy Expansion**

Strategic Actions:

- Expand solar PV installations to cover 50% of energy needs
- Introduce renewable energy, sustainability, renewable energy technology degree program in curriculum

Alignment with National Goals:

- Contribute to Oman's goal of 30% renewable energy by 2030

2036–2040**Milestone:**

- **Carbon Footprint Reduction**

Strategic Actions:

- Achieve 75% reduction in Scope 1 and 2 emissions
- Implement carbon offset programs
- All new buildings to be LEED/BREEAM compliant; full transition to renewable energy sources initiated.

Alignment with National Goals:

- Progress towards Oman's intermediate decarbonization targets

2046–2050**Milestone:**

- **Sustainability Leadership**

Strategic Actions:

- Serve as a model for sustainable practices in education
- Collaborate with national and international partners for sustainability research

Alignment with National Goals:

- Contribute to global sustainability efforts and Oman's carbon neutrality commitment

2041–2045**Milestone:**

- **Net-Zero Operations**

Strategic Actions:

- Attain net-zero emissions for campus operations
- Engage in carbon capture and storage initiatives

Alignment with National Goals:

- Align with Oman's Net Zero Strategy for 2050

Our Memberships

The Modern College of Business and Science (MCBS) has demonstrated its commitment to sustainability and global educational initiatives through the following memberships:



Principles for Responsible Management Education (PRME):

MCBS is a signatory member of PRME, aligning its business education with sustainable and responsible management principles.



SDG Accord:

In March 2024, MCBS became a signatory of the SDG Accord, committing to embed the UN Sustainable Development Goals into their education, research, leadership, operations, administration, and engagement activities.



United Nations Academic Impact (UNAI):

MCBS is a member of UNAI, aligning the institution with UN principles in human rights, literacy, sustainability, and conflict resolution.



Higher Education Sustainability Initiative (HESI):

MCBS is a member of HESI, demonstrating its commitment to sustainability and the UN's Sustainable Development Goals by integrating sustainability into its curriculum, research, and operations.



Climate Action Network for International Educators (CANIE):

MCBS is a member of CANIE, reflecting its dedication to climate action within the international education sector.



Association for the Advancement of Sustainability in Higher Education (AASHE):

MCBS has proudly achieved **Gold Status** in the AASHE STARS (Sustainability Tracking, Assessment & Rating System), reflecting its strong commitment to sustainability in academics, operations, and community engagement. This recognition positions MCBS among leading institutions advancing global sustainable development goals.



Sustainability Initiatives in Oman

01

Oman Vision 2040

- Oman Vision 2040 emphasizes balanced and resilient ecosystems to protect the environment and ensure the sustainability of natural resources, supporting the national economy.

02

Oman Sustainability Week (OSW)

- Oman Sustainability Week (OSW) is a national platform highlighting Oman's commitment to sustainability leadership through innovative strategies aligned with the UN Sustainable Development Goals.

03

Environmental Authority – Projects and Initiatives (Oman)

- The Environment Authority's projects, such as the National Initiative to Plant 10 Million Trees, aim to combat desertification, reduce land degradation, and preserve biodiversity in Oman.

04

Oman Botanic Garden

- The Oman Botanic Garden showcases the country's rich botanical diversity, promoting conservation and environmental education.

05

Green Oman

- Green Oman aligns with Oman Vision 2040 by prioritizing balanced and resilient ecosystems to protect the environment and ensure the sustainability of natural resources, supporting the national economy.



Recognition & Strategic Engagement in National Sustainability Platforms

In alignment with Oman Sustainability Week 2025, the Modern College of Business and Science (MCBS) demonstrated sectoral leadership by hosting and participating in high-impact sustainability engagements. This strategic involvement culminated in MCBS being honored with the **Bronze Award** in the ESG Category at the Oman Sustainability Week Awards 2025, recognizing the institution's integrated sustainability governance, curriculum innovation, and community impact.

Key engagements included:



Professional Workshop on the PRME i5 Framework:

Hosted by MCBS, the event featured PRME speakers with academic affiliations to Zayed University and the University of Birmingham, and introduced outcome-based sustainability pedagogy tailored for higher education institutions.



Award-Winning ESG Performance:

The Bronze ESG Award highlights MCBS's transition from environmental stewardship to a holistic sustainability framework encompassing governance, ethical leadership, and social equity, advancing the institution's alignment with the UN SDGs.

Materiality Assessment & Stakeholder Engagement

Engagement with Key Stakeholders

At the Modern College of Business and Science (MCBS), we believe that transparent and inclusive engagement with our stakeholders is essential to shaping a sustainable, equitable, and future-ready academic institution.

In the 2024–25 academic year, MCBS initiated its first structured materiality engagement exercise as part of its ESG strategy. The purpose was to identify, prioritize, and validate the environmental, social, and governance (ESG) topics most significant to the college and its community.



Stakeholder Group	Methods of Engagement	Key Needs and Expectations
Students (Undergraduate & Postgraduate)	- Online surveys and feedback forms. - Student council meetings. - Open forums and sustainability awareness sessions.	- Quality education and employability. - Safe, inclusive, and green campus. - Participation in sustainability initiatives.
Faculty & Academic Staff	- Departmental meetings - Internal workshops on ESG integration - Academic Council representation	- Academic freedom and research support. - Professional development opportunities - Role clarity and inclusion in sustainability goals.
Non-Academic Staff	- Staff town halls - Feedback mechanisms through HR - Training on health, safety, and green practices	- Safe and respectful work environment - Capacity-building and job security - Inclusion in sustainability decisions
Executive Management & Board of Governance	- Strategic planning sessions - ESG performance briefings - Annual governance retreats	- Institutional sustainability performance - Compliance with Oman Vision 2040 - Risk management and ethical leadership
Alumni & Industry Partners	- Alumni surveys - Advisory board interactions - Internship and placement collaboration	- Career-relevant academic outcomes - Graduate readiness and alignment with job market - ESG commitment of graduates
Community & NGOs	- Community engagement workshops - CSR project collaboration - Open campus initiatives	- Social development partnerships - Transparent institutional operations - Educational accessibility and outreach
Regulators & Accreditation Bodies	- Regulatory reporting and compliance checks - Accreditation reviews - Ministry consultation meetings	- Adherence to national and international education standards - Alignment with Oman Vision 2040 - ESG performance reporting 2024
Sustainability Consultants & Experts	- Expert consultations - Collaborative ESG audits and planning - Participation in sustainability strategy reviews	- Robust and transparent ESG data - Adoption of international frameworks (e.g., GRI, UN SDGs) - Scalable green initiatives

Materiality Survey Scoring Scale

Respondents were asked to evaluate 18 ESG issues categorized under four thematic pillars: Environmental Leadership, Social Welfare, Governance Framework, and Academic Excellence. Each issue was rated on the following 5-point relevance scale:

Rating	Definition	Score
Most Important	Fundamental to MCBS’s sustainability and future vision	5
More Important	Strong relevance to MCBS and stakeholders	4
Less Important	Relevant but not core to short-term decisions	3
Very Less Important	Peripheral impact or indirect relevance	2
Not Relevant	Not applicable or unclear	0/1

Each response was categorized based on respondent type: **Significance to MCBS** vs **Significance to Stakeholders** and consolidated into a **Materiality Matrix**.

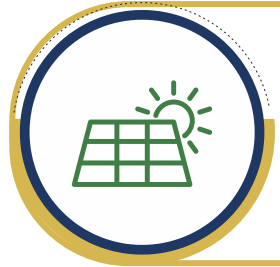


Materiality Assessment and Sustainability Priorities at MCBS

Sr No.	Material Topic	Pillar - Oman Vision 2040	Priority - Oman Vision 2040	SDGs
01	Training and Education	People and Society	Education, Learning, Scientific Research and National Capabilities	4 QUALITY EDUCATION 5 GENDER EQUALITY 10 REDUCED INEQUALITIES
02	Occupational Health and Safety	People and Society	- Health - Well-being and Social Protection	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH
03	Diversity and Equal Opportunity	People and Society	- Labor Market and Employment - Citizenship, Identity and National heritage and Culture	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
04	Emissions	Sustainable Environment	Environment and Natural Resources	3 GOOD HEALTH AND WELL-BEING 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 14 LIFE BELOW WATER 13 CLIMATE ACTION 15 LIFE ON LAND
05	Economic Performance	Economy and Development	- Economic Diversification and Fiscal Sustainability - The Private Sector, Investment, and International Cooperation	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 13 CLIMATE ACTION
06	Indirect Economic Impacts	Economy and Development	- Economic Diversification and Fiscal Sustainability - The Private Sector, Investment, and International Cooperation	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 13 CLIMATE ACTION
07	Governance and Ethics	Governance and Institutional Performance	Effective and Transparent Oversight	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
08	Energy	Sustainable Environment	Effective and Transparent Oversight	7 AFFORDABLE AND CLEAN ENERGY 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
09	Market Presence	People and Society	- Citizenship, Identity and National heritage and Culture, - Well-being and Social Protection	8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
10	Employment	People and Society	Labor Market and Employment	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 10 REDUCED INEQUALITIES
11	Waste	Sustainable Environment	Environment and Natural Resources	3 GOOD HEALTH AND WELL-BEING 6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 15 LIFE ON LAND
12	Anti-Corruption	Governance and Institutional Performance	Legislative, Judicial and Oversight System	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
13	Local Communities	People and Society	Citizenship, Identity and National heritage and Culture	1 NO POVERTY 2 ZERO HUNGER
14	Water and Effluents	Sustainable Environment	Environment and Natural Resources	6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
15	Circular Economy and Resource Efficiency	Sustainable Environment	Environment and Natural Resources	7 AFFORDABLE AND CLEAN ENERGY 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
16	Labor Management Relations	People and Society	- Labor Market and Employment - Well-being and Social Protection	8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17	Security Practices	Governance and Institutional Performance	Legislative, Judicial and Oversight System	8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Environmental Leadership

Sustainability Highlights



Generated 35 MWh of solar energy annually, avoiding ~606 tons of CO₂ emissions over 25 years.



MCBS launches paper recycling program, joining a partner that has already **saved over 500 metric tons of paper from landfills**.



Launched e-waste recycling program, promoting responsible electronic waste disposal.



Reduced plastic use by 75% campus-wide, through awareness drives and reusable alternatives.



Upgraded smart water stations, ensuring clean, accessible drinking water across campus.



Upgraded smart water stations, ensuring clean, accessible drinking water across campus.



MCBS is advancing sustainability with **a 20.3 KWp solar project in development**, set to reduce carbon emissions **by 25.6** metric tons annually.



Introduced a Sustainable Development course, first of its kind in Oman's higher education.



Trained staff on energy efficiency practices, embedding sustainability in operations.



Hosted 15+ student-led sustainability workshops, encouraging climate-conscious behavior.

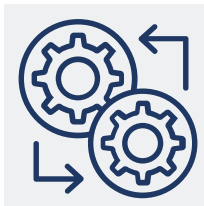


Published 23 research papers aligned with SDGs 7, 11, 12, 13, and 15, advancing sustainability through academic excellence.

At the Modern College of Business and Science (MCBS), environmental stewardship is integral to our mission of fostering responsible global citizens. Our commitment to sustainability is demonstrated through strategic initiatives, collaborative partnerships, and the active engagement of our academic community. In alignment with Oman Vision 2040 and the United Nations Sustainable Development Goals (SDGs), MCBS has made significant strides in embedding sustainability into its core operations and educational framework.

Estidama Center for Sustainability

Established in 2024, the Estidama Center for Sustainability serves as a dynamic hub for advancing sustainability education, research, and community engagement. The center's objectives include:



Integrating Sustainability into Academia:

Incorporating sustainability principles across curricula and professional training programs to equip students with the knowledge and skills necessary for sustainable development.



Collaborative Research and Policy Development:

Partnering with industry stakeholders to address real-world environmental challenges and influence policy-making for sustainable practices within and beyond the campus.



Community Initiatives and Awareness:

Organizing workshops, seminars, and outreach programs to raise awareness and promote sustainable behaviors among students, faculty, and the wider community.

The Estidama Center also maintains a [Community Knowledge Bank](#), a centralized repository of sustainability-related documents, reports, and resources accessible to all members of the MCBS community.



Sustainable Development Club

The Sustainable Development Club (SDC) empowers students to lead initiatives that reduce the college's environmental impact and promote sustainable practices. Key activities include:



Campus Sustainability Projects:

Implementing projects aimed at integrating sustainability into campus operations.



Community Partnerships:

Collaborating with local organizations to develop solutions for environmental challenges.



Awareness Campaigns:

Conducting events and campaigns to educate peers on sustainable business practices and the importance of environmental responsibility.



Environment Club

The Environment Club at MCBS focuses on fostering environmental awareness and promoting eco-friendly lifestyles. Its mission encompasses:



Educational Activities:
 Hosting workshops, guest lectures, and educational events to inform students about environmental issues.



Community Engagement:
 Organizing clean-up drives, recycling campaigns, and other initiatives to encourage active participation in environmental conservation.



Student Empowerment:
 Providing opportunities for students to develop leadership skills and engage in projects that have a positive environmental impact .

Through these concerted efforts, MCBS continues to lead by example in environmental leadership, cultivating a culture of sustainability that extends beyond the campus and into the broader community.

Energy Management

The Modern College of Business and Science (MCBS) has implemented strategic initiatives to enhance energy efficiency and promote sustainable practices across its campus:

LED Lighting Upgrade:
 Installed 490 energy-efficient LED lights out of a total of 630, achieving a 77.8% conversion rate, significantly reducing electricity consumption.



Solar Energy Generation:
 Launched a 20 kWp solar car park project, generating approximately 35.05 MWh annually, which contributes to a reduction of about 606 tons of CO₂ emissions over 25 years.



Architectural Enhancements:

- Incorporated double-glazed tinted windows to minimize heat gain, enhancing thermal efficiency.
- Designed open-air corridors to facilitate natural ventilation, reducing reliance on mechanical cooling systems.
- Under-construction parking area is being designed to maximize the use of natural light, decreasing the need for artificial lighting.



Sustainable Transportation Initiatives:

- Promoted carpooling among students, aiming to decrease individual car usage and associated emissions.
- Campus accessibility improved with the 12B public bus route passing nearby, encouraging the use of public transportation.
- Development of surrounding pedestrian and cycling lanes to support non-motorized commuting options.



Digital Engagement:
 Adopted a preference for virtual meetings and conferences, reducing travel-related carbon emissions.



These measures align with MCBS's commitment to Sustainable Development Goals, particularly SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action), reflecting the institution's dedication to reducing its environmental footprint through effective energy management.

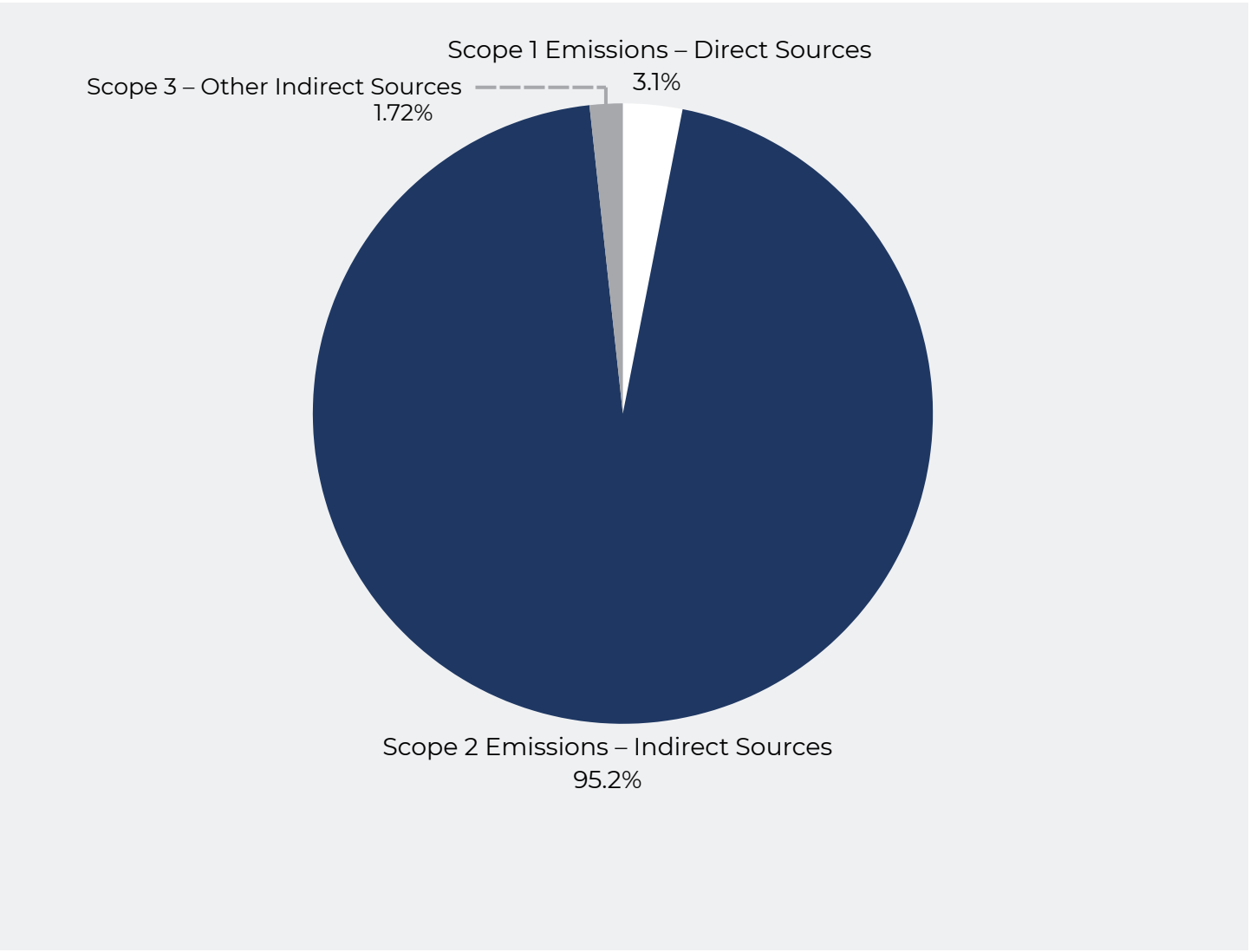


Content	Introduction	Materiality	Environmental Leadership	Social Welfare	Governance Framework	
			GHG Emissions			
Source		Energy Use (GJ)	Emission Source Type		Emission Source in MCBS	MTCO2e/Year
Diesel	Direct Energy Consumption	603.24	Mobile Sources		University Owned Vehicle	44.70
Electricity	Indirect Energy Consumption	9610.93				
Total Direct Energy Consumption		603.24	Scope 1 – Direct Emissions Total			44.70
Total Indirect Energy Consumption		9610.93				
Total Energy Consumption		10214.17				
Energy Intensity Against Total Employees GJ/Employee			Indirect Sources		Electricity Consumption from National Grid	1381.09
			Scope 2 – Indirect Emissions Total			1381.09
Direct Energy Intensity (Fuel Consumption)		2.1	Other Indirect Sources		Waste	
Indirect Energy Intensity (Electricity Consumption)		34.4				
Total Energy Intensity		36.5			Organic Mixed Waste	23.49

MCBS Journey to GHG Emissions Management

As part of our inaugural Environmental, Social, and Governance (ESG) report, we are committed to outlining the steps we have taken in 2024 to contribute toward a sustainable and environmentally conscious future. Our approach focuses on reducing energy consumption and minimizing our carbon footprint, ensuring our operations align with Oman's sustainability vision and global standards.

As seen in Table 1.5, scope 1 direct emissions represent 3.09%, Scope 2 indirect emissions represent 95.19% and Scope 3 other indirect emissions represent 1.72% of the total GHG emissions.



GHG Emissions Intensity Against Number of Employees	MTCO2e/Employee
Scope 1	0.16
Scope 2	4.95
Scope 3	0.09
Total	5.2

Preserving Environmental Resources

At MCBS, environmental stewardship is a cornerstone of our institutional values. We recognize that a sustainable future depends on how responsibly we manage our natural resources today. In alignment with Oman Vision 2040 and the UN Sustainable Development Goals (SDGs), our environmental strategy is built around reducing our ecological footprint, conserving biodiversity, minimizing waste, and ensuring efficient water use across campus operations. Through innovative infrastructure, strategic partnerships, and awareness-driven initiatives, we are embedding sustainable practices in every facet of our campus life—turning MCBS into a living laboratory of environmental responsibility. Whether it’s waste reduction through recycling programs, responsible water conservation systems, or fostering biodiversity through green landscaping, our goal is to lead by example and inspire our community to act as custodians of the environment.

Waste Management

MCBS employs a data-driven and circular approach to waste management, focusing on reduction, material reuse, and resource efficiency:

- 

100+ bins for plastic, paper, e-waste, and food waste
- 

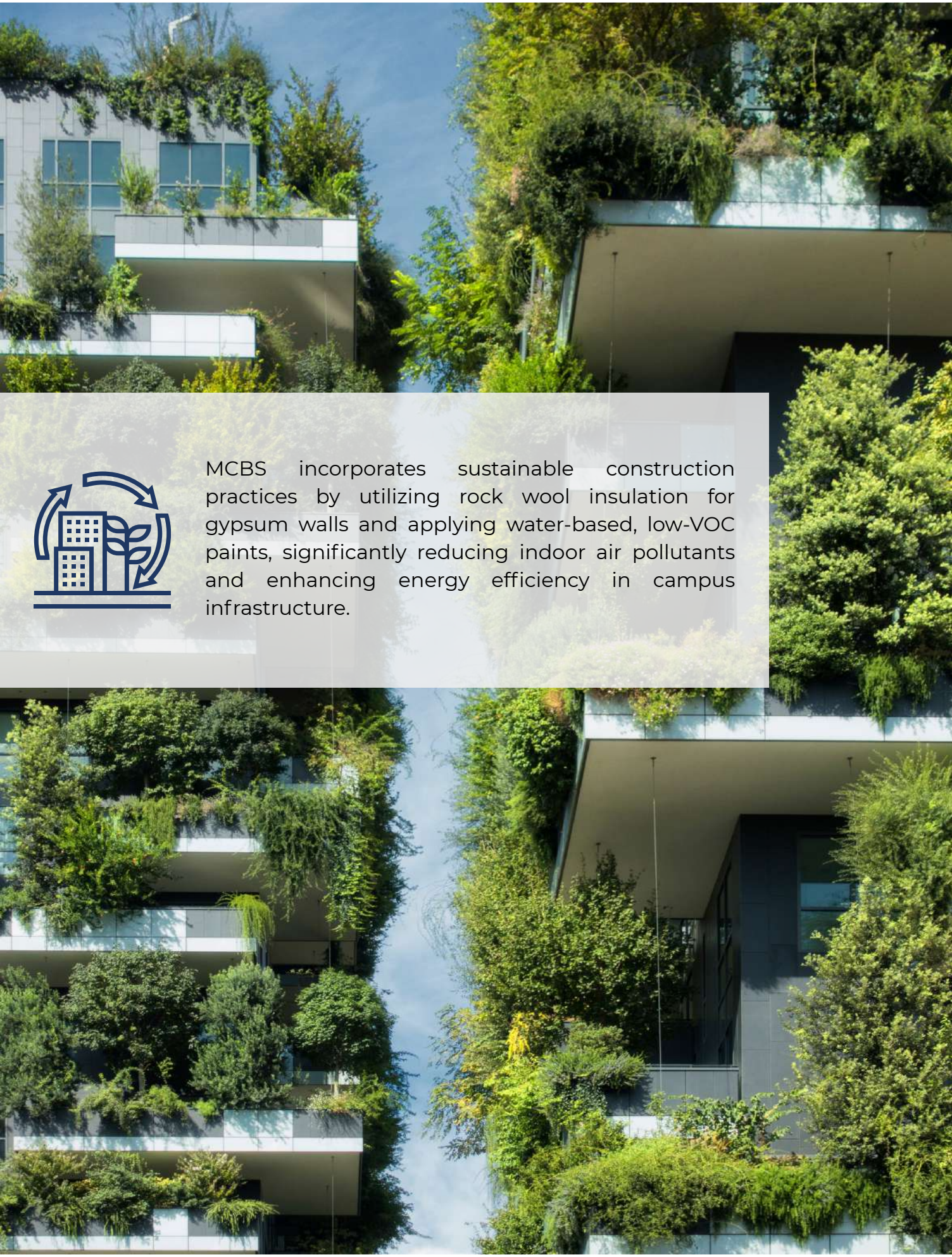
120 recycled tables (each 40 kg) redesigned and repurposed annually
- 

300 student chairs (5 kg each) repainted and reused instead of discarded
- 

70% of all furniture made from recycled materials
- 

Partnership with a local recycling company that has processed **500+ metric tons** of paper





MCBS incorporates sustainable construction practices by utilizing rock wool insulation for gypsum walls and applying water-based, low-VOC paints, significantly reducing indoor air pollutants and enhancing energy efficiency in campus infrastructure.

Plastic Reduction and Waste Innovation

MCBS is committed to reducing plastic waste through practical and awareness-driven measures. Refill stations have been installed across campus to encourage the use of reusable water bottles, significantly decreasing single-use plastic consumption. The college collaborates closely with suppliers to phase out non-essential single-use plastics in campus operations. Student-led sustainability initiatives, including the Environment Club and Sustainable Development Club, actively promote behavioral change through awareness campaigns, workshops, and community outreach.

Electronic Waste (e-waste) Management Program

In partnership with the Evergreen Gulf Recycling Hub, MCBS ensures the responsible collection and recycling of electronic waste. This initiative not only minimizes the environmental impact of e-waste but also aligns with the objectives of Estidama’s Center and supports the growth of local SMEs engaged in sustainable waste management solutions.

Eco-friendly Cleaning Standards

To maintain a healthy and environmentally responsible campus environment, all cleaning products used at MCBS meet internationally recognized green sustainability standards, reducing the chemical footprint and supporting indoor environmental quality.

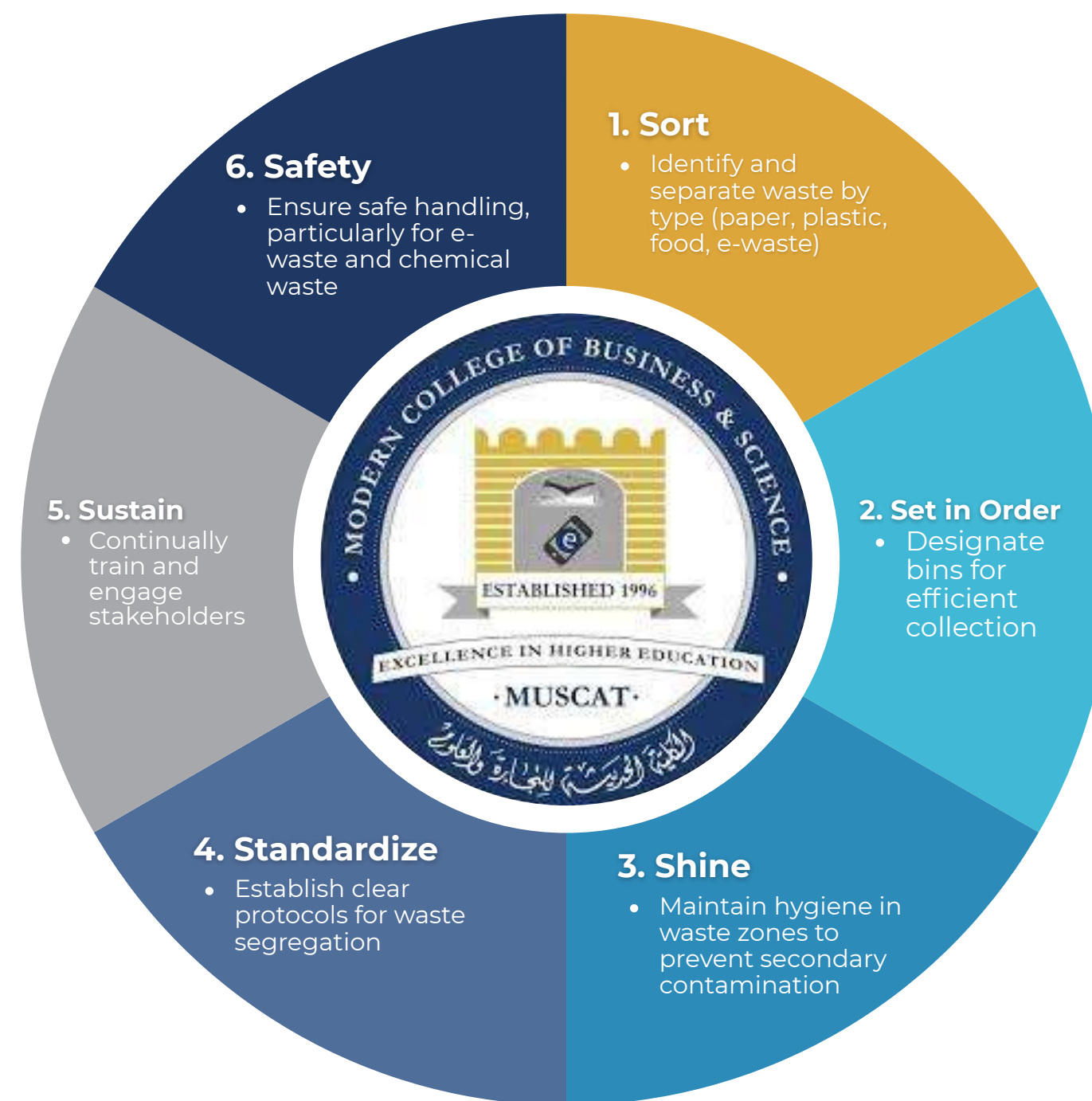
Waste Indicators	Metric Tonnes
Total Weight of Non-Hazardous Waste Generated	46.3
Total amount of Waste Directed to Disposal	40
Total amount Waste Recycled	6.3
Total amount of Waste Generated	40

Table 1.7 Waste Generated, Disposed and Recycled

Content	Introduction	Materiality	Environmental Leadership	Social Welfare	Governance Framework
			Waste Management		
Mixed food and other compostable materials	2024	24			
Table 1.8	Breakdown of most significant type of waste generated in MT				
Wood Waste	2024	6.3			
Table 1.9	Total Waste Recycled in MT				
Study Tables		4.8			
Student Chairs		1.5			
Table 2	Breakdown of total waste recycled in MT				

MCBS follows the 6S Circular Waste Management Methodology:

- 1. Sort**
 - Identify and separate waste by type (paper, plastic, food, e-waste)
- 2. Store**
 - Store waste in designated areas
- 3. Sweep**
 - Keep waste areas clean
- 4. Save**
 - Reduce waste generation
- 5. Safety**
 - Ensure safe handling, particularly for e-waste and chemical waste
- 6. Safety**
 - Ensure safe handling, particularly for e-waste and chemical waste



This circular diagrammatic approach reinforces the integration of waste reduction practices across campus operations, promoting accountability, cleanliness, and continuous improvement.

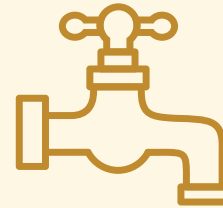
Preserving Oman's Water Cycle: MCBS Sustainable Water Management Highlights

The Environment Club at MCBS focuses on fostering environmental awareness and promoting eco-friendly lifestyles. Its mission encompasses:



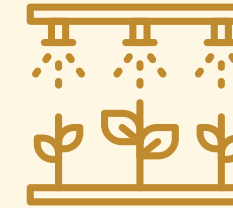
Total **Annual Water Consumption** Reduced by **18%**

Through behavioral campaigns, upgraded fixtures, and smart monitoring systems, MCBS achieved an **18%** reduction in annual campus water consumption.



92% of Campus Restrooms **Equipped** with **Water-Efficient Fixtures**

Low-flow faucets, dual-flush toilets, and sensor-based systems installed across campus minimize unnecessary water usage.



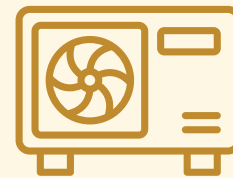
Spearheading initiative for **100%** of Landscaping Irrigation Using **Treated Greywater**

MCBS is planning to use recycled greywater for all green space irrigation, saving approximately **1.1 million** liters of potable water annually.



Maintenance and **Leak Repair** Protocol

An average of **36 minor** leaks repaired monthly, preventing wastage of up to **19,000 liters/year**.



Condensate **Recovery System** from HVAC Units

Recovered water from HVAC condensate is reused in utility operations, contributing to **9,400 liters/month** in water conservation.



Promotion of **Sustainable Water** Habits

Awareness campaigns have reached **1,200+ students** and staff, promoting water conservation behaviors and encouraging a culture of resource mindfulness.

Future Actions



Real-Time Monitoring via Smart Meters

Smart water meters will be installed at key water junctions enable real-time tracking, early leak detection, and trend analysis — improving water use efficiency by **12%**.



Sustainability-Oriented Infrastructure: Multi-Storey Car Parking Project

As part of MCBS's commitment to sustainable infrastructure, the construction of the Multi-Storey Car Park showcases innovation, energy efficiency, and alignment with green building practices. This project integrates sustainability in both design and materials, setting a precedent for academic institutions in Oman.

Key Sustainability Features:



Optimized Substructure:

Excavation was minimized to reduce emissions, fuel consumption, and site equipment usage. Foundation sizes were optimized—149 units redesigned to be significantly smaller than conventional designs.



Parapet Wall:

Replaced conventional block walls with sustainable steel guard rails to reduce concrete and steel usage.



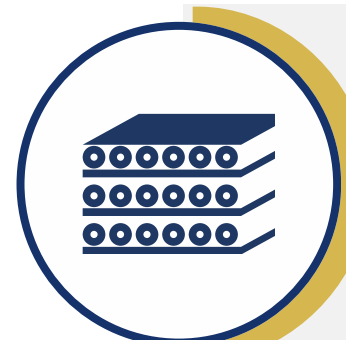
Steel Structure:

Utilized **locally fabricated hot-rolled steel** from Ras Al Khaimah's PEB Steel, chosen for its lower environmental impact and minimal wastage, supporting local industries and reducing transport-related emissions.



Façade Cladding:

Choose decorative cement boards over energy-intensive aluminum/glass fiber cladding.



Concrete Floor Slabs:

Shifted from traditional steel decking to **pre-cast hollow core slabs**, reducing material usage, formwork, and on-site labor. This system enables high-speed installation (500–600 sqm/day) with fewer workers.



Solar Energy Integration:

The car park rooftop is designed to accommodate **4,500 sqm of solar panels**, projected to generate over **150,000 kWh annually**, further decarbonizing MCBS's energy mix.



Impact

This initiative not only reduces the carbon footprint but also demonstrates MCBS's proactive approach to integrating renewable energy, local sourcing, and low-carbon construction methods.

Societal Welfare

Sustainability Highlights



OMR 415,099 allocated in financial aid.



Provided **50% scholarships**, directly benefiting **223 students** from low-income backgrounds.



OMR 240,996 invested in enhancing **library** and learning resources.



Enrollment of **375 first-generation students**, including **233 female students**, marking a significant stride in educational inclusivity.



Publication of **22 SCOPUS-indexed research papers** focusing on **SDG 4 – Quality Education**.



46 female academics held senior positions, comprising **11 PhD holders** and **34 Master's degree holders**.



51.9% females' full-time employment rate at MCBS.



OMR 810,424 invested in **local community projects** and **schools**.



1,700 students from low-income groups funded by the Ministry of Higher Education (MOHE) out of a total of **2,900 students**.



57,600 paid trainee hours for low-income students in **2024**

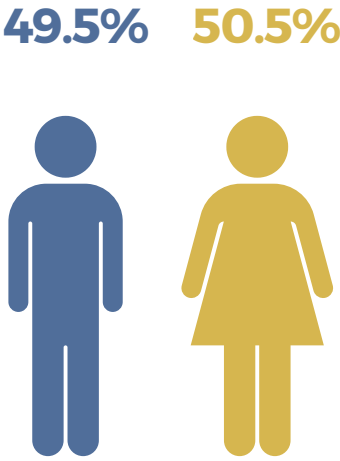
Our Workforce

At the Modern College of Business and Science (MCBS), we view our employees as the driving force behind our academic excellence and institutional progress. Our workforce strategy is centered on attracting and retaining a diverse, inclusive, and highly qualified talent pool—one that supports our long-term sustainability goals and enhances the overall student experience.

As of 2024, MCBS employs a total of **279 members**, comprising **208 full-time employees** and **71 part-time employees**. The gender distribution across these categories reflects a strong commitment to gender balance and equal opportunity.

Workforce Overview

Employment Type	Female	Male	Total
Full-Time	108	100	208
Part-Time	33	38	71
Total	141 (50.5%)	138 (49.5%)	279
Table 2.2 Total Workforce Composition			



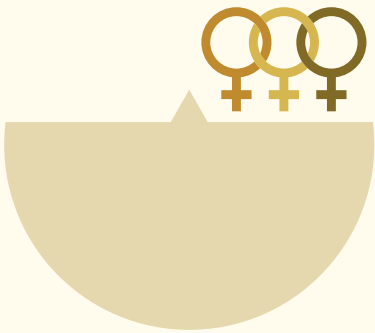
Employment and Development Practices

MCBS maintains fair and transparent recruitment and onboarding processes, offering equal opportunities to all qualified individuals regardless of background or gender. New hires receive structured orientation and training, supported by continuous learning initiatives aimed at enhancing professional skills and academic credentials. The college offers a competitive employment package for full-time staff, including **healthcare coverage, professional development funding**, and access to **wellness and mental health support programs**. Part-time employees are engaged under equitable terms, with access to prorated benefits and participation in institutional activities.

Work-Life Balance and Inclusivity

MCBS supports family-friendly policies, including **paid parental leave**, in full alignment with Oman labor laws. These provisions are designed to create a supportive environment where employees can maintain a healthy work-life balance while advancing in their careers. Furthermore, we cultivate a collaborative culture where staff are encouraged to participate in institutional governance, sustainability initiatives, and knowledge-sharing platforms.

This workforce model not only underpins the delivery of high-quality education at MCBS but also reflects our broader commitment to social sustainability, diversity, and institutional resilience.

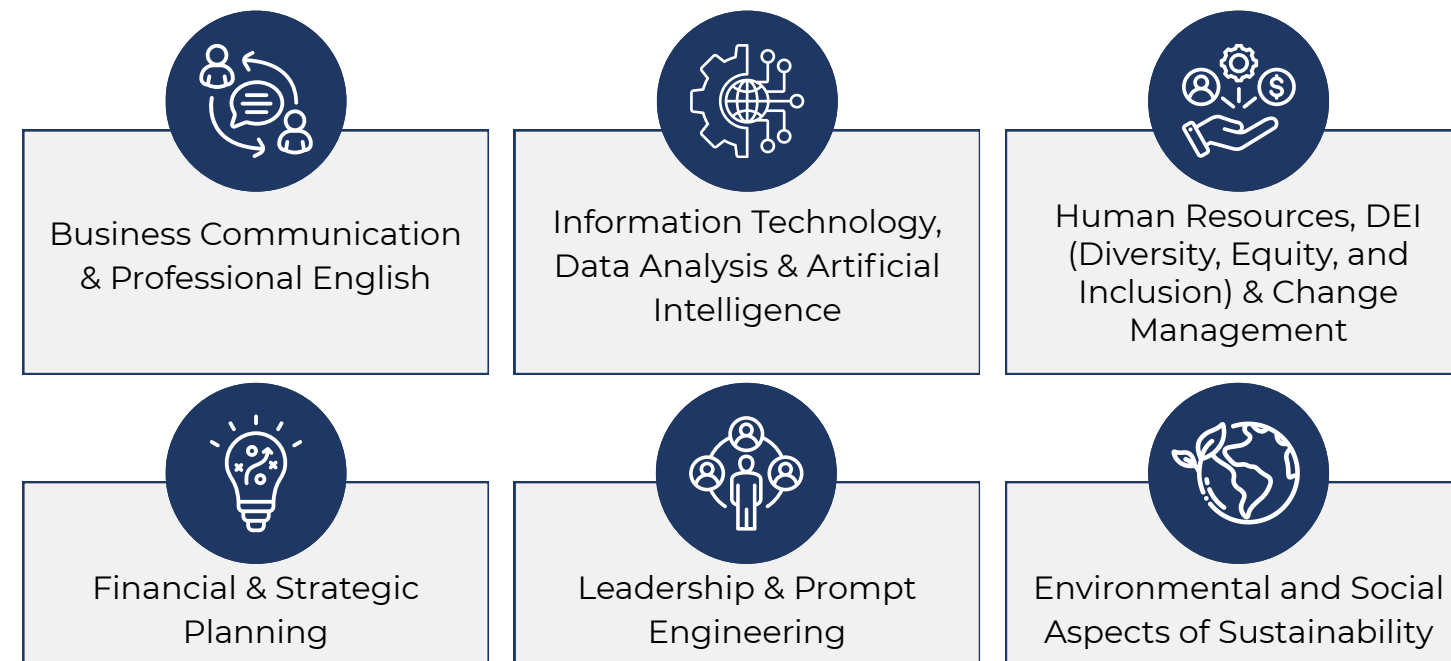


In total, **50.5% of MCBS employees are women**, affirming our ongoing efforts to foster an equitable and supportive workplace. The academic team includes **over 110 faculty members**, while more than **172 administrative and support staff** ensure the smooth functioning of our educational ecosystem. Collectively, this team delivers **over 50 academic programs**, reflecting MCBS’s scale and capability in offering diverse learning opportunities.

Training and Professional Development

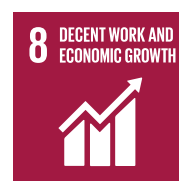
MCBS has established The Academy, a dedicated in-house professional development center, which provides employees with access to a wide range of advanced training programs. These courses are offered in both Arabic and English and are tailored to equip staff with the skills required to excel in a dynamic and digitally evolving academic environment. Training categories include:

In the reporting year, MCBS employees participated in an average of **25 hours** of training per person. This encompassed a range of programs, including technical skills development, leadership training, compliance workshops, and digital literacy courses, reflecting MCBS's commitment to continuous employee development.



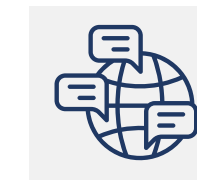
Employees benefit from regular access to workshops, seminars, and certifications—both internally organized and in collaboration with external partners. For employees undergoing role changes or career transitions, MCBS provides counseling services, resume-building workshops, and interview preparation sessions to facilitate smooth transitions within or outside the organization.

The Modern College of Business and Science (MCBS) has established **The Academy for Professional Development** as a cornerstone initiative to advance lifelong learning and workforce readiness in Oman. This initiative aligns with MCBS's commitment to the United Nations Sustainable Development Goals (SDGs), particularly:



Empowering Professionals Through Tailored Learning

The Academy offers a diverse portfolio of programs designed to meet the evolving needs of individuals and organizations. Key features include:



Customized, Bilingual Programs:

Courses are delivered in both Arabic and English, ensuring accessibility and relevance to a broad audience.



Expert Faculty and Trainers:

Leveraging the expertise of MCBS faculty and industry professionals to provide practical insights and knowledge.



Flexible Learning Paths:

Programs are tailored to accommodate various professional backgrounds and career stages.

Strategic Alignment with National and Global Priorities

The Academy's offerings are strategically aligned with Oman's Vision 2040 and global industry trends. By focusing on areas such as digital transformation, sustainability, and leadership, The Academy contributes to building a resilient and innovative workforce.

Commitment to Continuous Improvement

MCBS ensures the quality and relevance of The Academy's programs through:



Regular Curriculum Reviews:

Incorporating feedback from participants and industry partners to refine course content.



Performance Metrics:

Monitoring participant outcomes to assess program effectiveness.



Stakeholder Engagement:

Collaborating with businesses, government agencies, and NGOs to identify emerging training needs.

The Academy for Professional Development exemplifies MCBS's dedication to social responsibility and sustainable development. By providing accessible, high-quality training programs, The Academy empowers individuals to achieve their professional goals and contributes to the broader socio-economic development of Oman. It offers its programs to all individuals, including students, faculty, staff, and members of the local community, ensuring equitable access to professional development opportunities.

Collaboration with the Ministry of Labour

In 2025, MCBS signed a Memorandum of Cooperation with Oman's Ministry of Labour. This agreement opens avenues for MCBS employees to contribute to and benefit from national-level professional development programs. Staff members are eligible to participate in the Ministry's "Excellence Platform for Human Resources Development," which offers high-impact e-learning, scientific workshops, and presentation opportunities at national forums—enhancing both academic and operational competencies.

International Training Partnerships

Through strategic alliances with global academic institutions, MCBS employees participate in international training programs designed to modernize pedagogy, support curriculum innovation, and enhance ESL delivery. These partnerships allow MCBS staff and faculty to gain exposure to global best practices in education management, digital tools, and cross-cultural learning environments.

Internal Capacity-Building Programs

MCBS maintains a continuous professional development policy for employees. Training needs are regularly assessed at the individual, departmental, and institutional levels to ensure relevance and impact. Faculty and staff benefit from institution-sponsored capacity-building workshops, IT upskilling sessions, and teaching enhancement training—free of charge and conducted throughout the academic year.



In compliance with the updated Oman Labor Law, MCBS supports employees' parental responsibilities by offering **14** weeks of maternity leave and **7** days of paternity leave, enabling them to nurture their growing families while maintaining professional commitments.



Promoting Inclusion, Equity, and Fair Compensation at MCBS

At Modern College of Business and Science (MCBS), we uphold a strong commitment to inclusion, equity, and fair remuneration, ensuring that all employees are treated with dignity, respect, and equality. Our [compensation practices](#) are rooted in non-discrimination and meritocracy, aligned with Oman's labor laws and international standards. For complete list of employee benefits, please see our [policy on compensation & benefits](#).

Equal Pay and Wage Policy

MCBS maintains a strict non-discriminatory wage policy, ensuring that entry-level wages are equal for both male and female employees. The ratio of MCBS's standard entry-level wage to the local minimum wage stands at **1:1**, demonstrating full compliance with national labor regulations. Furthermore, MCBS regularly reviews its compensation structures to ensure competitiveness with market conditions and alignment with living standards in Oman.

Gender Pay Equity

We are proud to report **no gender-based wage gap** across all employee categories at MCBS. For the year 2024, the **ratio of basic salary and remuneration of women to men is 1:1** across:



Senior Management



Middle Management



Entry-Level Positions

This underscores our unwavering dedication to fair compensation practices based solely on experience, performance, and qualifications.

Grievance Redressal System at MCBS

At the Modern College of Business and Science (MCBS), we are committed to fostering a transparent, respectful, and inclusive environment for all members of our community. To uphold these values, MCBS has established a comprehensive Grievance Redressal System designed to address concerns promptly and fairly.

MCBS ensures that **100%** of its employees receive regular performance and career development reviews. These reviews are conducted annually and are designed to provide constructive feedback, set career objectives, and identify opportunities for professional growth.

Accessible and Confidential Reporting

MCBS provides multiple channels for students, faculty, staff, and external stakeholders to submit grievances or suggestions:



Online Submission:

A dedicated digital platform allows for the confidential submission of complaints and suggestions.



Suggestion Boxes:

Physical suggestion boxes are strategically placed across the campus to facilitate anonymous feedback.



Direct Communication:

Individuals may also report concerns directly to the relevant department or administrative office.

Transparent Resolution Process

Upon receipt of a grievance, MCBS follows a structured process to ensure timely and effective resolution:



Acknowledgment:

All submissions are acknowledged promptly to confirm receipt.



Assessment:

A designated committee reviews the grievance to understand the issue's nature and severity.



Investigation:

If necessary, a thorough investigation is conducted, maintaining confidentiality and impartiality.



Resolution:

Appropriate actions are taken to address the concern, and the outcome is communicated to the complainant.



Follow-Up:

MCBS ensures that the resolution is effective and that similar issues are mitigated in the future.

Commitment to Continuous Improvement

Feedback received through the Grievance Redressal System is invaluable in helping MCBS enhance its policies, procedures, and overall campus experience. Regular analysis of grievances informs institutional improvements and promotes a culture of accountability and excellence.

By maintaining an open and responsive grievance mechanism, MCBS reaffirms its dedication to upholding the highest standards of fairness, integrity, and respect within its academic community.

Human Rights and Ethical Employment Practices

MCBS is unwavering in its commitment to upholding human rights and fostering ethical employment practices. The institution has implemented a comprehensive **Modern Slavery Policy**, which explicitly prohibits all forms of forced labor, human trafficking, and exploitation within its operations and supply chains. This policy aligns with international human rights standards and national labor laws, ensuring that all employment practices are conducted with integrity and respect for individual dignity.

To reinforce this commitment, MCBS has established mechanisms for reporting and addressing any concerns related to unethical practices. Employees and stakeholders are encouraged to report any suspicions of misconduct, with the assurance that such reports will be handled confidentially and investigated thoroughly.

Inclusive



MCBS Achieves **92% Employee Satisfaction** Across 7 Key Workplace Pillars, Reflecting a Culture of Engagement and Operational Excellence

Health, Safety, and Environment (HSE) Commitment at MCBS

Key highlights:



100% fire safety record



100% Staff Trained in Emergency Procedures



Conducted 100+ evacuation drills, involving faculty, staff, and students



Certified as a "Great Place to Work" in 2024



0% Occupational Injury Rate

At the Modern College of Business and Science (MCBS), the health, safety, and well-being of our students, faculty, staff, and visitors are paramount. We are dedicated to promoting a safe, healthy, and sustainable campus environment, aligning our practices with both national regulations and international standards.



Occupational Health and Safety Management

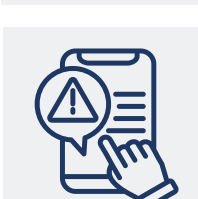
MCBS has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) that encompasses:



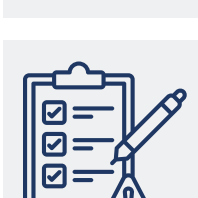
Policy Framework:
Adherence to national labor laws and international guidelines, including those from the International Labour Organization (ILO) and the World Health Organization (WHO).



Risk Assessment and Hazard Identification:
Regular assessments to identify potential hazards, with mitigation strategies in place to address identified risks.



Incident Reporting Mechanisms:
Established procedures for reporting and investigating incidents, ensuring continuous improvement in safety practices.



Emergency Preparedness:
Development and regular testing of emergency response plans to handle potential crises effectively.

Emergency Preparedness and Training

In 2024, MCBS conducted over 100 emergency evacuation drills, ensuring that all campus occupants are well-versed in evacuation procedures. These drills are part of our ongoing commitment to emergency preparedness and are complemented by regular workshops and training sessions for faculty and staff.

Health and Safety Education

MCBS offers a Bachelor of Science in Health and Safety Management, a program that integrates local and global best practices in health and safety management. The curriculum covers topics such as workplace hazards, ergonomics, occupational diseases, and safety training, equipping students with the knowledge and skills required to effectively manage health and safety in diverse organizational settings.

Employee Well-being and Satisfaction

Our commitment to a safe and supportive work environment is reflected in our recognition as a **"Great Place to Work"** in 2024. This certification underscores our dedication to employee satisfaction, safety, and well-being.

**Great
Place
To
Work®**

Continuous Improvement and Sustainability

Aligned with our sustainability strategy, MCBS actively works to:

Reduce Environmental Impact:

Implementing sustainable practices in campus operations to minimize our carbon footprint.



Promote Health and Safety Research:

Encouraging interdisciplinary research on sustainability and health, contributing to the broader knowledge base in these critical areas.



HSE Leadership Commitment at MCBS

At the Modern College of Business and Science (MCBS), leadership commitment is the cornerstone of our Health, Safety, and Environment (HSE) strategy. Our integrated Health, Safety, and Environment (HSE) Management System is guided by a structured governance model that ensures clarity, accountability, and effective execution across all levels of the institution.



Executive Leadership

at MCBS provides strategic oversight and direction for all HSE initiatives. This includes aligning health and safety goals with the college's long-term vision, ensuring resource allocation, and fostering a culture of continuous improvement and compliance with local and international standards.



Middle and Senior Management Teams

play a critical role in translating strategic objectives into actionable policies and procedures. They oversee implementation, monitor compliance, and ensure that all departments uphold MCBS's safety protocols and environmental standards. Their role is pivotal in driving operational excellence while upholding the highest levels of occupational health and safety.



Operational Staff and Faculty Members

are responsible for executing daily tasks in line with established HSE protocols. Through regular training, awareness programs, and safety drills, all staff members are equipped to maintain a safe working environment and respond effectively to emergencies.

The HSE governance framework at MCBS enables seamless communication, coordination, and accountability across all layers of the organization. This structured approach ensures that HSE responsibilities are clearly defined, well understood, and effectively carried out, thereby safeguarding the well-being of our entire campus community and reinforcing our institutional commitment to sustainable and responsible operations.



We are proud to report that 2024 was a year of effective safety measures at MCBS. We recorded zero injuries among employees, workers and students.



Prioritization of Local Suppliers

MCBS's **procurement policy** explicitly emphasizes the prioritization of local suppliers, particularly small and medium-sized enterprises (SMEs), in its procurement processes. This approach ensures that, when legally and financially compliant, local SMEs are given precedence in procurement decisions. Such a policy not only supports the local economy but also aligns with the broader objectives of Oman Vision 2040, which advocates for economic diversification and the empowerment of local businesses.

MCBS's commitment to local procurement extends to supporting local industries by sourcing goods and services domestically whenever feasible. This approach not only reduces the environmental impact associated with long-distance transportation but also bolsters the local economy by creating opportunities for local businesses and entrepreneurs.

Direct Economic Impacts

Strategic Financial Investments Driving Educational Access and Excellence

Modern College of Business and Science (MCBS) remains steadfast in its mission to deliver inclusive, high-quality education while contributing meaningfully to the national economy. In 2024, MCBS allocated a total of **208,000 OMR** towards sustainable and ethical investment projects. Remarkably, **144,000 OMR**, or **70% of this total**, was directed specifically towards charity initiatives and sustainability-focused development programs, underscoring MCBS's strong alignment with Oman Vision 2040 and the UN Sustainable Development Goals.

To ensure educational accessibility for economically disadvantaged groups, MCBS extended **OMR 415,099** in tuition discounts and awarded **50% scholarships to 223 students** from low-income backgrounds. These scholarships are a key component of the College's commitment to socio-economic equity and the empowerment of first-generation learners.

Capital Investment in Learning Infrastructure and Academic Development

Further demonstrating its educational commitment, MCBS invested **OMR 240,996** in enhancing library and learning resources, ensuring that students have access to world-class academic tools, digital databases, and collaborative research environments. This strategic spending directly supports student achievement and faculty excellence, strengthening the college's knowledge ecosystem.

Moreover, MCBS employed **172+ administrative staff** and **110+ faculty members**, many of whom are Omani nationals, thereby generating robust employment opportunities within the local economy. With **208 full-time employees** (including **108 women**, or **51.9%**) and **71 part-time employees**, the college ensures a stable source of income and professional development for a diverse workforce.

Support to the Local Economy through Procurement and Vendor Engagement

MCBS actively contributes to the local economy through responsible procurement practices. More than 90% of the college's suppliers are local, supporting small and medium enterprises (SMEs) within Oman. The procurement of goods and services, including facility maintenance, campus services, printing, and academic resources, ensures that MCBS remains an integral partner in regional economic development.



Indirect Economic Impacts

Education as an Economic Catalyst for National Development

MCBS plays a critical role in shaping the future workforce of Oman by delivering over **50 academic programs** that prepare students for careers across sectors such as aviation management, business administration, information technology, logistics, and accounting. The institution is proud to have enrolled **375 first-generation students** in 2023–2024, including **233 female students**, reflecting its mission to break cycles of educational exclusion.

Graduates of MCBS go on to fill essential roles in both the public and private sectors, contributing to the country's economic progress. With a strong emphasis on skill development, the College ensures that its graduates are industry-ready, socially responsible, and capable of leadership in dynamic markets. Many alumni are now working in multinational companies, ministries, banks, logistics firms, and entrepreneurial ventures across Oman and the GCC.

Job Creation and Employment Multipliers

Beyond direct employment, MCBS's operations, events, construction, research, and outsourcing activities have collectively generated **approximately 700 direct and indirect job opportunities** in Oman. This includes contractors, suppliers, researchers, event staff, and technical support professionals. Such multiplier effects reflect the institution's broader socio-economic value.

Community Development and Partnerships

MCBS invested **OMR 810,424** in community-focused projects and collaborations with local schools and organizations, including support for educational awareness campaigns, sustainability outreach, and the promotion of entrepreneurship in underserved areas. These investments help uplift neighboring communities and build strong civil society partnerships.

Through the Estidama Center and various academic departments, MCBS has also spearheaded several initiatives targeting environmental literacy, women empowerment, and youth capacity building. These community programs provide lasting social returns, contributing to a more inclusive and educated society.



Contribution towards Our Local Communities

The Modern College of Business and Science (MCBS) has demonstrated a profound commitment to uplifting local communities through a multifaceted approach encompassing education, health, sustainability, and social equity. This dedication aligns with national priorities and global sustainability goals, ensuring that MCBS not only imparts knowledge but also fosters societal development.

Educational Empowerment and Financial Inclusion

In the academic year 2023–2024, MCBS allocated **OMR 415,099** in financial aid, providing **50% scholarships** to **223 students** from low-income backgrounds. This initiative underscores the institution's commitment to making quality education accessible to all segments of society, thereby promoting social mobility and reducing economic disparities.

Furthermore, MCBS has been instrumental in supporting first-generation college students, with **375 such students** enrolled during the same academic year, including **233 female students**. This focus on inclusivity ensures that education serves as a catalyst for personal and community development.

Community Engagement and Volunteerism

MCBS fosters a culture of volunteerism through its Community Service and Outreach Club, providing students with platforms to engage in meaningful service projects that address local needs. These initiatives not only benefit the community but also instill a sense of social responsibility among students.

Content	Introduction	Materiality	Environmental Leadership	Social Welfare	Governance Framework
				Contribution towards Our Local Communities	
During Ramadan, MCBS mobilizes students, faculty, and staff to distribute food, water, and essential supplies to vulnerable groups, reflecting the college’s dedication to reducing hunger and fostering a culture of giving. Health and Well-being Initiatives Recognizing the importance of mental health, MCBS partnered with Whispers of Serenity Clinic to enhance mental health support within its community. This collaboration includes workshops, counseling services, and mental health first aid training, ensuring a supportive educational environment that prioritizes well-being. Additionally, MCBS conducts various health awareness programs, such as breast cancer awareness campaigns and skincare seminars, promoting overall health consciousness among students and staff. Sustainability and Environmental Stewardship Through its Estidama Center for Sustainability, MCBS integrates sustainability into its operations and curriculum. The college has collaborated with Evergreen Gulf Recycling Hub to manage electronic waste, promoting responsible consumption and supporting Omani SMEs. Moreover, MCBS is conducting a feasibility study for transitioning to renewable energy on campus, aiming to reduce its carbon footprint and serve as a model for sustainable practices in higher education. Cultural and Social Inclusion Embracing diversity, MCBS hosts a vibrant community of students, faculty, and staff from various nationalities and backgrounds. This multicultural environment enriches the academic experience and fosters cultural understanding. The college also supports various student clubs, including the Music Club, which provides a platform for students to explore diverse musical genres and engage in cultural activities, contributing to the cultural vibrancy of the college community. Global Philanthropy: Bwejuu Charity School, Zanzibar				Since 2004, MCBS has extended its philanthropic efforts beyond Oman by supporting the establishment of the Bwejuu Charity School in Zanzibar. What began as a modest mud house with only 8 students has transformed into a comprehensive educational institution serving over 530 students from kindergarten to 10th grade. MCBS's contributions to the Bwejuu Charity School have included financial donations, in-kind support, and the provision of voluntary teaching and workshops. These efforts have been instrumental in the school's growth and in providing quality education to underprivileged children in the region. The school's development has also been supported by other philanthropists, including a businesswoman from Dubai and her father's foundation, the Easa Saleh Al Gurg Foundation, which contributed to building the main campus. Notably, MCBS's Deputy Executive Chairperson, Aisha Al Kharusi, serves on the board of the Bwejuu Charity School, further strengthening the college's commitment to global educational initiatives. Through these comprehensive initiatives, MCBS significantly contributes to the well-being and development of local and international communities, aligning its efforts with national development plans and global sustainability objectives. 	

40



MCBS Commitment to Social Responsibilities

The Modern College of Business and Science (MCBS) demonstrates a steadfast commitment to social responsibility by fostering an inclusive, supportive, and empowering environment for its diverse student body. Through a range of dedicated services and initiatives, MCBS aligns with several United Nations Sustainable Development Goals (SDGs), particularly those focusing on health and well-being (SDG 3), quality education (SDG 4), reduced inequalities (SDG 10), and decent work and economic growth (SDG 8).

Comprehensive Counseling Services

At the heart of MCBS's commitment to student well-being is the Counseling Services Department. This center offers confidential, personalized support addressing personal, social, and academic challenges. Services include individual and group counseling sessions, workshops on mindfulness and resilience, and crisis intervention strategies. The department also engages in proactive outreach and prevention efforts to promote mental health awareness across campus, aiming to reduce stigma and encourage help-seeking behaviors.

Support for Students with Special Needs

MCBS is dedicated to creating an inclusive learning environment for students with disabilities. The college provides assistive technologies such as screen readers and braille keyboards for visually impaired students, and real-time transcription software for hearing-impaired students. Additionally, the campus features accessible facilities, including disabled bathrooms, ramps, and wheelchair access points, ensuring equitable access for all students.

Student Center for Excellence

The Student Center for Excellence at MCBS offers a range of academic support services designed to enhance student success. These include peer tutoring programs led by students who have achieved a minimum of a B+ grade in their courses, remedial classes, and co-curricular activities. This center plays a pivotal role in fostering academic achievement and personal development among students.

International Support Center

Recognizing the unique needs of its international community, MCBS established the International Support Center to assist international students and staff in their transition to life in Oman. The center provides comprehensive services, including assistance with visa and residency processes, access to Arabic language programs, and opportunities to engage in student clubs. These efforts ensure that international members of the MCBS community feel welcomed and supported.

Industry Liaison Office

MCBS's Industry Liaison Office serves as a bridge between academia and industry, facilitating meaningful collaborations and growth opportunities. The office connects students with a wide range of employment opportunities, including full-time, part-time, and internship positions. It also organizes career development programs such as CV/resume writing and interview techniques workshops, preparing students for successful careers post-graduation.

Through these comprehensive initiatives, MCBS underscores its dedication to social responsibility, ensuring that all students have the support and resources necessary to thrive academically, personally, and professionally.

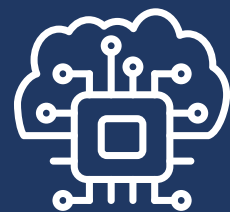
Research Groups at MCBS

The Modern College of Business and Science (MCBS) has established a series of specialized research groups that significantly contribute to societal advancement. These groups align with the United Nations Sustainable Development Goals (SDGs), particularly focusing on quality education (SDG 4), industry, innovation, and infrastructure (SDG 9), and sustainable cities and communities (SDG 11).



Sustainable Banking and Finance

Led by Dr. Dharmendra Singh, this group delves into emerging financial technologies, including digital wallets, crowdfunding, green finance, and ESG integration. Their research bridges the gap between academia and industry, fostering innovative practices in sustainable finance and banking.



Smart Data and Systems

Under the leadership of Dr. P. Vijaya, this multidisciplinary group focuses on deep learning, the Internet of Things (IoT), predictive analytics, healthcare technology, agriculture optimization, and intelligent systems. Their research aims to drive advances that benefit sectors ranging from healthcare to agriculture, ensuring practical, impactful applications.



Data Privacy, Cybersecurity, and Advanced Networking

Headed by Dr. Hothefa Shaker Al-Obidy, this group is committed to advancing knowledge in data protection, secure communication, and cutting-edge networking technologies. Their mission includes addressing emerging challenges and developing robust solutions to safeguard digital information and infrastructure, contributing to a safer and more resilient digital landscape.



Digital Marketing and Consumer Engagement in the Age of AI

This research group explores the impact of AI on digital marketing and consumer engagement. Their focus includes AI-driven marketing automation, personalization, and predictive analytics, examining how AI transforms digital marketing practices and enhances customer experiences.



Sustainable Development and Innovation Research Group (SDIRG)

Dedicated to promoting sustainable development across various sectors, SDIRG explores innovative strategies, leadership approaches, and sustainable management practices. Their interdisciplinary research contributes to sustainable business practices, eco-leadership, and responsible innovation, aligning with global sustainability goals.

Governance Framework

Sustainability Highlights



Zero non-compliance incidents with local or international regulations



MCBS enforces a strict **anti-bribery and anti-corruption policy**, with **zero reported violations in 2024**



MCBS received **no fines** or sanctions related to environmental, social, or governance matters in **2024**



100% Transparent Reporting Practices against SDGs



100% Security Personnel Trained on Human Rights



Promotion of 100% Continuous Improvement Culture

Governance Framework

The Modern College of Business and Science (MCBS) has established a comprehensive governance framework that emphasizes transparency, accountability, and ethical conduct. This framework aligns with international standards and supports the college's mission of academic excellence and sustainable development.

Governance Structure



Board of Governance

MCBS is overseen by a Board of Governance comprising leaders from academia and industry. The board is responsible for developing institutional policies, proposing annual budgets, selecting deans and heads of research centers, and approving tuition fees and student admission policies. The board members are distinguished leaders from both the academic and industry, as well as civic leaders who are either elected, designated, or appointed.



College Board

The College Board supports the Dean in managing academic and administrative operations, ensuring the achievement of strategic objectives. The board meets biweekly during the academic year, with all members holding equal voting rights.

Members

- Dean (Chair)
- Associate-Deans
- Administrative HoDs
- Academic HoDs
- Student Council President

All members hold equal voting rights. Each member is entitled to one vote, and decisions are typically made by a simple majority, meaning a motion passes if more than half of the members present vote in favor. In the case of a tie, the Chair exercises the casting vote. Voting may be conducted by a show of hands or secret ballot depending on the sensitivity and nature of the decision. All voting procedures and outcomes are formally documented in the meeting minutes to ensure transparency, accountability, and alignment with best governance practices.



Academic Council

The Academic Council is responsible for academic affairs, including curriculum development, academic policies, and quality assurance. Decisions are made by a simple majority vote, with the Chair exercising a casting vote in case of a tie.

Members

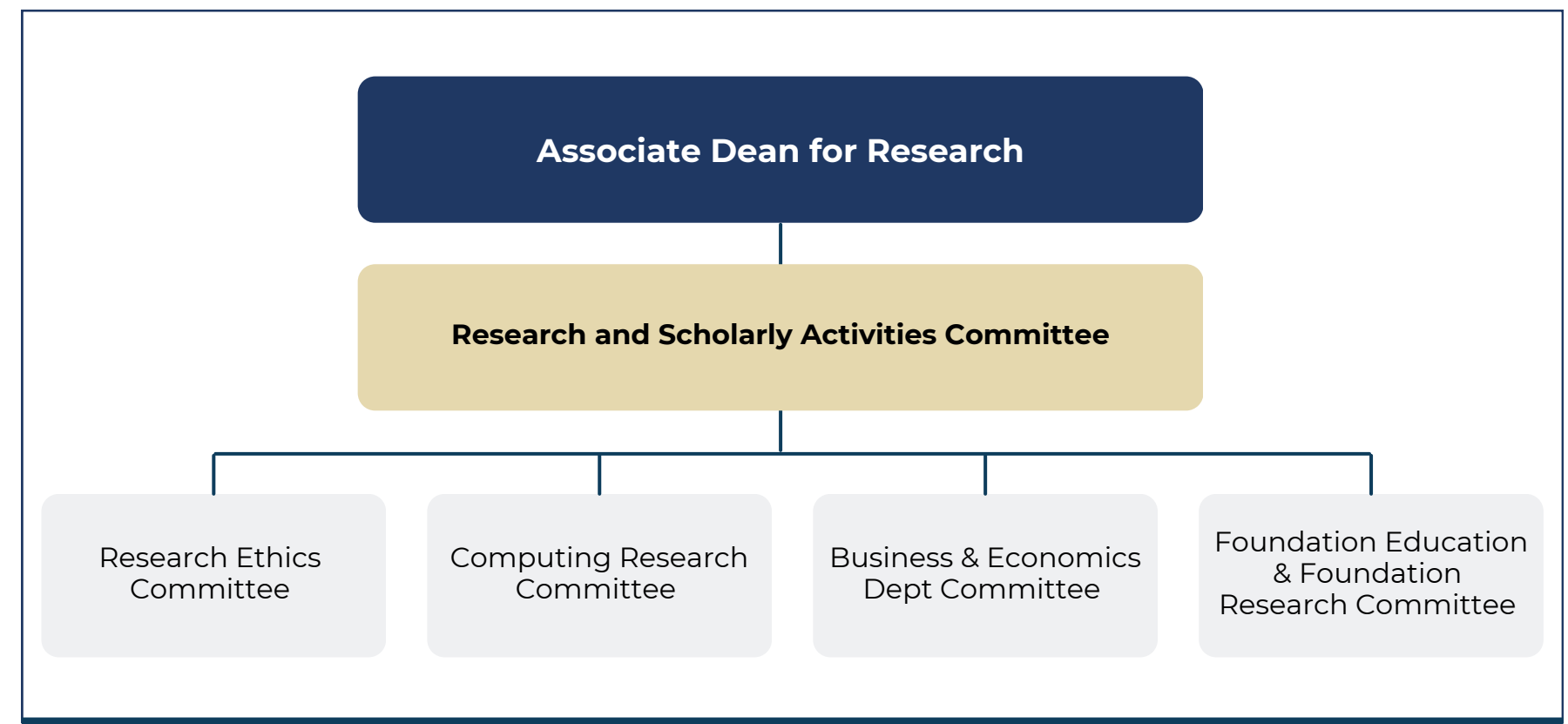
- Dean (Chair)
- Associate-Dean for Academic Affairs
- Associate-Dean for Academic Graduate Studies
- Associate-Dean for General Education and Foundation
- Heads of Academic Departments
- Head of Departments (Student Affairs, Information Technology, Registration and Admission)
- Student Council Representative

All members hold equal voting rights. Each member is entitled to one vote, and decisions are typically made by a simple majority, meaning a motion passes if more than half of the members present vote in favor. In the case of a tie, the Chair exercises the casting vote. Voting may be conducted by a show of hands or secret ballot depending on the sensitivity and nature of the decision. All voting procedures and outcomes are formally documented in the meeting minutes to ensure transparency, accountability, and alignment with best governance practices.



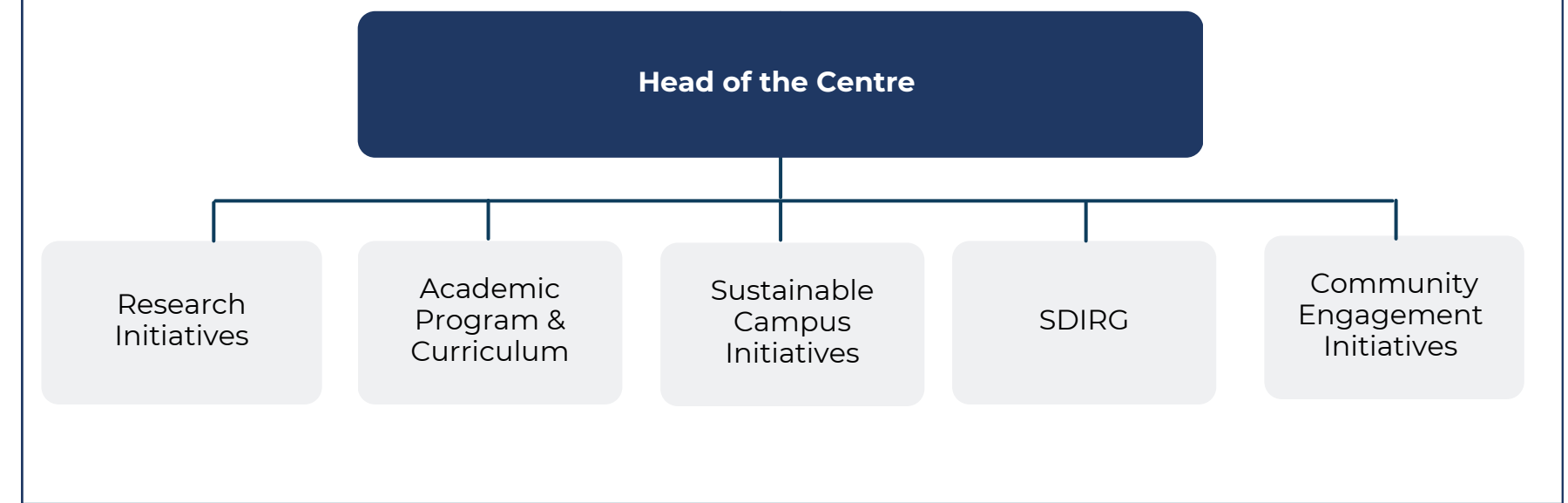
Research Committees

MCBS's research activities are overseen by a structured network that includes the Associate Dean for Research, the Research and Scholarly Activities Committee, and specialized committees focusing on ethics, computing, business and economics, and general education.



Sustainability Committee

The Sustainability Committee, operating under the Estidama Center for Sustainability, is responsible for promoting sustainability initiatives, aligning with the United Nations Sustainable Development Goals (SDGs), and implementing energy conservation programs.



MCBS Sustainability Committee Roles & Responsibilities

Steering Campus-wide Sustainability Governance

In support of its ESG mission, MCBS established a dedicated Sustainability Committee to drive policy, initiatives, and strategic implementation across the campus. The Committee operates under the Head of Center for Estidama Center for Sustainability and is aligned with international frameworks including the SDG Accord.

Roles & Responsibilities:



Monitor and implement sustainability-related agreements and MoUs.



Prepare MCBS's annual sustainability reports.



Develop and execute environmental and social sustainability strategies.



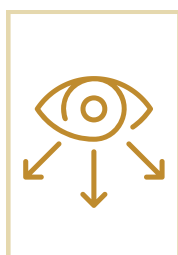
Promote sustainability awareness among students, faculty, and local community.



Coordinate with internal and external stakeholders.



Support requests and proposals for sustainability from students, staff, and partners.



Supervise campus-wide sustainability projects and events.



Represent MCBS in national, regional, and international sustainability forums.



Content	Introduction	Materiality	Environmental Leadership	Social Welfare	Governance Framework Ethics & Compliance Policies and Commitments
Ethics & Compliance MCBS upholds a strong commitment to ethical conduct and compliance with statutory regulations. The college's Standards of Behavior emphasize integrity, respect, commitment to excellence, and responsibility. These standards guide the actions of faculty, staff, and students, fostering a positive and inclusive environment. The Research Ethics Policy ensures that all research activities adhere to high ethical standards. The policy outlines procedures for ethical review and management of research, assigning specific roles and responsibilities to maintain transparency and compliance. Policies and Commitments MCBS has developed a comprehensive set of policies to guide its operations and uphold its commitments to ethical conduct, diversity, and sustainability. These policies are publicly accessible, promoting transparency and accountability. Key policies include:  Policy on Anti-Harassment: Demonstrates zero-tolerance towards harassment in all transactions, both internally and with international bodies.  Policy on Modern Slavery in Employment: Requires all contractors and suppliers to adhere to MCBS's standards on modern slavery and forced labor, with regular audits to ensure compliance.  Policy on Diversity, Non-Discrimination, and Equal Opportunity: Promotes gender-inclusive language, family-friendly benefits, and compliance with Oman's Social Protection Laws.  Policy on Sustainability: Outlines procedures for energy conservation and sustainability initiatives on campus.					
				 Policy on Procurement Principles: Establishes principles governing procurement processes to ensure transparency, efficiency, and compliance with legal and financial standards.	
				 Policy on Admission: Details the procedures and criteria for student admissions, ensuring fairness and transparency.	
				 Policy on Social Responsibilities: Encourages community engagement for positive impacts, driving welfare, sustainable development, and fostering lasting community relationships.	
				 Policy on Scholarships and Discounts: Provides guidelines for financial assistance to students, promoting equal access to education.	
				 Policy on Special Consideration Students: Offers support to students requiring reasonable adjustments to enhance academic progress.	
				 Policy on Industry Liaison: Establishes frameworks for collaboration between MCBS and industry partners, enhancing community engagement and outreach.	
				In alignment with best practices and to ensure minimal disruption, MCBS typically provides a minimum notice period of four weeks to employees and their representatives before implementing substantial operational changes that could materially affect them.	

Content	Introduction	Materiality	Environmental Leadership	Social Welfare	Governance Framework
					Anti Bribery & Corruption
At the Modern College of Business and Science (MCBS), we are committed to upholding the highest standards of human rights and ethical conduct in all aspects of our operations. Recognizing the pivotal role that security personnel play in maintaining a safe and respectful environment, we have implemented comprehensive training programs to ensure that all security staff are well-versed in human rights principles and our institutional policies.					
In the reporting period of 2024, 100% of our security personnel underwent formal training sessions covering:					
 MCBS's Code of Conduct and Ethics		 Non-discrimination and equal opportunity policies			
 Human rights policies and procedures		 Emergency response protocols			
 Conflict resolution and de-escalation techniques					
These training sessions are designed to align with international human rights standards and best practices, ensuring that our security personnel are equipped to handle situations with professionalism and respect for individual rights.					
Anti-Bribery and Anti-Corruption at MCBS The Modern College of Business and Science (MCBS) upholds a steadfast commitment to ethical governance, aligning with its core values of fairness, openness, and integrity. This dedication is exemplified through comprehensive policies designed to prevent bribery and corruption across all institutional activities.					
Zero-Tolerance Policy MCBS enforces a zero-tolerance stance on bribery and corruption, applicable to all stakeholders, including faculty, staff, students, alumni, vendors, contractors, and third-party representatives. This policy ensures that all transactions and interactions are conducted transparently and ethically.					
Scope of Prohibited Practices The anti-bribery policy explicitly prohibits: 01 Offering or accepting cash payments to influence decisions. 03 Covering travel or accommodation expenses to sway outcomes. 02 Providing or receiving inappropriate gifts, hospitality, or entertainment. 04 Making illicit political contributions or charitable donations intended to affect business decisions. These measures align with Oman's national anti-bribery and corruption laws, reinforcing MCBS's commitment to legal compliance and ethical conduct.					
Reporting and Investigation Procedures MCBS has established a structured procedure for reporting and investigating suspected bribery or corruption: 01 Recognition and Documentation: Individuals are encouraged to identify and document any suspicious activities. 02 Confidential Reporting: Reports should be submitted confidentially to the immediate manager and the Director of Human Resources. 03 Preliminary Review: The Director of Human Resources conducts an initial assessment to determine the need for a formal investigation. 04 Investigation Committee Formation: If warranted, a Bribery Investigation Committee is established to conduct a thorough inquiry.					

48

- 05

Evidence Gathering:
The committee collects relevant evidence, including interviews and financial records, to substantiate the investigation
- 06

Disciplinary Action:
Based on findings, appropriate disciplinary measures are taken, which may include termination and reporting to authorities.
- 07

Policy Review:
The policy undergoes a review every three years to ensure its effectiveness and relevance.

Roles and Responsibilities



Director of Human Resources:

Oversees policy compliance, handles reports of violations, conducts training sessions, and forms the investigation committee.



Bribery Investigation Committee:

Carries out impartial investigations and reports findings to senior management.



Finance and Accounting Team:

Maintains transparent financial records to facilitate audits and investigations.

Continuous Improvement and Training

MCBS emphasizes ongoing education and awareness through regular training sessions on anti-bribery laws and ethical practices. The institution also conducts periodic due diligence to identify and mitigate potential risks, ensuring a culture of integrity is maintained.

Monitoring and Continuous Improvement

MCBS regularly assesses the effectiveness of these training programs through feedback mechanisms, incident reviews, and performance evaluations. We are committed to continuous improvement and regularly update our training materials to reflect evolving best practices and legal requirements.

Internal Control System at MCBS

The Modern College of Business and Science (MCBS) has established a comprehensive internal control system designed to ensure transparency, accountability, and alignment with its strategic objectives. This system is integral to maintaining the institution's commitment to academic excellence and operational efficiency.

Governance and Oversight

The Board of Governance at MCBS plays a pivotal role in overseeing the institution's operations. Comprising leaders from academia and industry, the board is responsible for:

Developing general policies to ensure quality education and support the institution's mission.	Reviewing recommendations from the Academic Council and making necessary decisions.
Proposing the annual budget and submitting it for approval.	Approving tuition fees and student admission policies.
Selecting deans and heads of scientific research centers.	Accepting donations and grants with prior Ministry approval.
Establishing, merging, or dissolving departments and research centers, subject to Ministry approval.	Approving the institution's final accounts and internal regulations.

The board meets at least three times per academic year to ensure continuous oversight and governance.

Financial Management and Accountability

The Accounts Department at MCBS is dedicated to maintaining financial integrity through:

- 

Financial Planning and Budgeting:
Developing accurate financial plans that align with the college's strategic goals.
- 

Financial Reporting:
Preparing timely reports to provide stakeholders with a clear understanding of the college's financial position.
- 

Compliance and Audit:
Ensuring adherence to financial regulations and standards and coordinating internal and external audits.
- 

Budget Control:
Monitoring and controlling expenses to ensure budgetary compliance and efficient resource allocation.
- 

Cash Flow Management:
Managing receivables and payables to maintain financial stability.

These practices are integral to sustaining the college's financial health and supporting its mission.

Risk Management and Compliance

MCBS is committed to identifying and mitigating risks through:

- 

Regular Audits:
Conducting internal and external audits to assess compliance and operational efficiency.
- 

Feedback Mechanisms:
Implementing systems for collecting and responding to feedback, ensuring continuous improvement.
- 

Training Programs:
Providing staff and faculty with training on compliance and ethical standards.

These measures ensure that the college operates within legal and ethical boundaries, safeguarding its reputation and stakeholders' interests.



Zero Reported Incidents of Discrimination at MCBS in 2024,
Reflecting Strong Governance and Inclusive Institutional Culture

GRI Content Index

Statement of use

MCBS has reported in accordance with the GRI Standards for the period January 1, 2024, to December 31, 2024.

GRI 1 used

GRI 1: Foundation 2021

			Omission		
GRI Standard	Disclosure	Location	Require ment(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	8-12, 15			
	2-2 Entities included in the organization's sustainability reporting	6			
	2-3 Reporting period, frequency and contact point	6			
	2-4 Restatements of information	No restatements of information as this is MCBS first ESG report.			
	2-5 External assurance	MCBS did not seek external assurance for its ESG Report 2024			
	2-6 Activities, value chain and other business relationships	9, 11-12, 15	-	-	-
	2-7 Employees	31	-	-	-
	2-8 Workers who are not employees	31	-	-	-
	2-9 Governance structure and composition	7	-	-	-
	2-10 Nomination and selection of the highest governance body	44	-	-	-
	2-11 Chair of the highest governance body	7	-	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	7, 44	-	-	-
	2-13 Delegation of responsibility for managing impacts	44-46	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	5, 7	-	-	-
	2-15 Conflicts of interest	44-50	-	-	-
	2-16 Communication of critical concerns	34-35	-	-	-
	2-17 Collective knowledge of the highest governance body	7, 49	-	-	-

			Omission		
GRI Standard	Disclosure	Location	Require ment(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	44, 49	-	-	-
	2-19 Remuneration policies	34	-	-	-
	2-20 Process to determine remuneration	34	-	-	-
	2-21 Annual total compensation ratio	-	-	Confidentiality Constraints	MCBS maintains confidentiality regarding employee compensation and does not publicly disclose compensation details.
	2-22 Statement on sustainable development strategy	5	-	-	-
	2-23 Policy commitments	11, 13-14, 16, 23-24, 28, 31-36, 38, 47-48	-	-	-
	2-24 Embedding policy commitments	11, 13-14, 16, 23-24, 28, 31-36, 38, 47-48	-	-	-
	2-25 Processes to remediate negative impacts	47-50	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	34	-	-	-
	2-27 Compliance with laws and regulations	2, 5, 13-14, 16, 23-24, 27-28, 31-33, 36, 38, 48	-	-	-
	2-28 Membership associations	15	-	-	-
	2-29 Approach to stakeholder engagement	17	-	-	-
	2-30 Collective bargaining agreements	35	-	-	-
GRI 3: Material Topics 2021	3-1 Process to determine material topics	18	-	-	-
	3-2 List of material topics	19	-	-	-
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	38	-	-	-
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	38	-	-	-

GRI content index

Content Index			Omission		
GRI Standard	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
Material Topics					
Economic Performance					
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	-	-	Information Unavailable/Incomplete	Methodologies to assess climate-related financial implications, risks, and opportunities are yet to be developed and will be considered for future disclosure.
	201-3 Defined benefit plan obligations and other retirement plans	31, 33-34	-	-	-
	201-4 Financial assistance received from government	-	-	Information Unavailable/Incomplete	Methodologies to assess financial assistance received from the government, are yet to be developed and will be considered for future disclosures
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	34	-	-	-
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	34	-	-	-
	202-2 Proportion of senior management hired from the local community	5	-	-	-
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	39	-	-	-
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	39	-	-	-
	203-2 Significant indirect economic impacts	39	-	-	-

			Omission		
GRI Standard	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	48	-	-	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	48-49	-	-	-
	205-2 Communication and training about anti-corruption policies and procedures	48-49	-	-	-
	205-3 Confirmed incidents of corruption and actions taken	43	-	-	-
Circular Economy and Resource Efficiency					
GRI 3: Material Topics 2021	3-3 Management of material topics	26	-	-	-
GRI 301: Materials 2016	301-1 Materials used by weight or volume	26	-	-	-
	301-2 Recycled input materials used	26	-	-	-
	301-3 Reclaimed products and their packaging materials	26	-	-	-
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	22-24	-	-	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	23	-	-	-
	302-2 Energy consumption outside of the organization	-	-	Information Unavailable/Incomplete	Methodologies for calculating energy consumption outside of the organization are yet to be developed and will be considered for future disclosure.
GRI 302: Energy 2016	302-3 Energy intensity	23	-	-	-
	302-4 Reduction of energy consumption	22	-	-	-
	302-5 Reductions in energy requirements of products and services	22	-	-	-

GRI content index

			Omission		
GRI Standard	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	27-28	-	-	-
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	27-28	-	-	-
	303-2 Management of water discharge-related impacts	28	-	-	-
	303-3 Water withdrawal	28	-	-	-
	303-4 Water discharge	28	-	-	-
	303-5 Water consumption	28	-	-	-
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	23-24	-	-	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	23	-	-	-
	305-2 Energy indirect (Scope 2) GHG emissions	23	-	-	-
	305-3 Other indirect (Scope 3) GHG emissions	23	-	-	-
	305-4 GHG emissions intensity	24	-	-	-
	302-5 Reductions in energy requirements of products and services	22	-	-	-
	305-6 Emissions of ozone-depleting substances (ODS)	-	-	Information Unavailable/Incomplete	Methodologies for calculating those emissions are yet to be developed and will be considered for future disclosure.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-		
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	24-26	-	-	-

			Omission		
GRI Standard	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
Waste					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	24-26	-	-	-
	306-2 Management of significant waste-related impacts	25, 26	-	-	-
	306-3 Waste generated	25	-	-	-
	306-4 Waste diverted from disposal	-	-	Information Unavailable/Incomplete	Methodologies for calculating waste diverted from disposal are yet to be developed and will be considered for future disclosure.
	306-5 Waste directed to disposal	25	-	-	-
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	31, 33-34	-	-	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	31	-	-	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	34	-	-	-
	401-3 Parental leave	33	-	-	-
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	47	-	-	-
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	47	-	-	-
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	36-37	-	-	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	36-37	-	-	-
	403-2 Hazard identification, risk assessment, and incident investigation	36-37	-	-	-

GRI content index

			Omission		
GRI Standard	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	36-37	-	-	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	36	-	-	-
	403-5 Worker training on occupational health and safety	36	-	-	-
	403-6 Promotion of worker health	36-37	-	-	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	36-37	-	-	-
	403-8 Workers covered by an occupational health and safety management system	36-37	-	-	-
	403-9 Work-related injuries	36			
	403-10 Work-related ill health	-	-	Information Unavailable/Incomplete	Data on work-related ill health is currently unavailable and will be considered for disclosure in future reports.
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	32-34	-	-	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	32	-	-	-
	404-2 Programs for upgrading employee skills and transition assistance programs	32-33	-	-	-
	404-3 Percentage of employees receiving regular performance and career development reviews	34	-	-	-
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	7, 31, 34	-	-	-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	7, 31	-	-	-
	405-2 Ratio of basic salary and remuneration of women to men	34	-	-	-

			Omission		
GRI Standard	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	50	-	-	-
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	50	-	-	-
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	48	-	-	-
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	48	-	-	-
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	39-41	-	-	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	39-40	-	-	-
	413-2 Operations with significant actual and potential negative impacts on local communities	39-41	-	-	-



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