

sustainability report



sustainability report 2023

Content

1	Introduction	3
	Sustainability @ EAN	4
	EAN – The Home of Neurology	5
	EAN Vision, Mission and Values	6
	Compliance and code of ethics	7
	Quality leads to Sustainability	9
	Workforce on Sustainability	10
	Pillars of Sustainability	11
2	Sustainability at the EAN Head Office	12
	Our Headoffice	13
	Actions at the EAN Office	14
	Partners and Suppliers	16
3	Sustainability at EAN Events	17
	“Global warming is real, and it’s getting worse”	18
	Actions at EAN Events	19
4	Future Steps	22

Introduction

Sustainability @ EAN	4
EAN – The Home of Neurology	5
EAN Vision, Mission and Values	6
Compliance and code of ethics	7
Quality leads to Sustainability	9
Workforce on Sustainability	10
Pillars of Sustainability	11

Sustainability @ EAN

It is great that sustainability has become an important topic within the past years also within medical associations. A sustainable approach to business must be kept in mind to have a positive impact on our environment, society and the economy. It is a responsibility to current and future generations to conserve (natural) resources and improve the quality of life.

In my opinion, it is also a personal and inner attitude to act sustainably. That is why, I believe, it is important to speak about possible sustainable approaches and to discuss them in the daily working environment, with colleagues, customers, vendors – and to challenge people with the topic in order to become innovative and find new solutions.

At EAN we already have been acting sustainably for a very long time – actually as long as I can remember – and we really try to involve everyone and be sustainable in any field, as we feel that sustainability is also closely connected with equity, leading to a good work environment.

At our office, the well-being of staff members plays an important role. Everyone is dealt with individually and has the opportunity for further education, flexible working hours, and the possibility to work from home, parental leave for any staff member are possible.

By implementing a quality management system, we have ensured that knowledge will be kept, tasks are divided in a sustainable way and information is structured and easily accessible for anyone within the organization.

Sustainability is a topic for everyone on every level. Everyone can participate and even the tiniest step shall make a difference.

By providing the opportunity to participate in events onsite and virtually, we do not necessarily save CO₂ by reducing flights, but we do offer the opportunity to participate also to persons, who might otherwise not be able to for personal or financial reasons. Ideally the availability of high-quality education anywhere in the world, leads to better patient care, which is the goal of EAN.

Everything is closely connected and wherever you start, it will have an effect – like the impact of a healthy nervous system is having an impact on the body.

It is important to have a name “sustainability” for these actions and behaviour. Many measures that have been created subconsciously in the recent years can now be communicated concretely, awareness can be raised and the implementation is possible in a sustainable way.

Because for us, sustainable action is not a trend, but a permanent requirement in all fields and on all levels!



Anja Sander
Executive Director



Paul Boon
EAN President

EAN – The Home of Neurology

As a brief introduction, you can read about what we stand for and how we have progressed.

The European Academy of Neurology (EAN) is a non-profit, independent organization representing more than 45,000 members and 47 European national societies. As a medical society, EAN promotes achievements in general neurology throughout Europe. EAN's goal is to keep Europe at the forefront of neurological research and remain one of the world's scientific hotspots.

EAN board members are renowned experts in the field of neurology who volunteer their time to support researchers, clinicians and patients in the field of neurology.

The EAN was founded in 2014, emerging from the two main European neurological societies at the time; the European Neurological Society (ENS) and the European Federation of Neurological Societies (EFNS). At the joint Congress of the ENS and EFNS in Istanbul in June 2014, the EAN was officially established and branded the slogan "The Home of Neurology". As the home of neurology, EAN advocates with one voice at the European level to ensure that resources continue to be available for research into neurological disorders and diseases. As an organization, EAN speaks for national neurological societies, individual neurologists, and allied scientists.

All EAN members have access to practical and useful resources that help them improve their skills and advance their careers, such as online educational resources, schools with advanced support in the form of grants.

Neurologists in Europe need to continuously educate themselves. To provide a high-quality platform for physicians, EAN organizes various educational events, such as schools or the annual congress which attracts more than 6,000 delegates onsite and virtually more than 2,000. In addition, EAN offers its members access to peer-reviewed scientific publications such as the European Journal of Neurology and much more.

EAN Vision, Mission and Principles



Compliance and code of ethics

The European Academy of Neurology is concerned with ethics in many ways. Our Code of Ethics is intended to provide clear expectations of ethical behavior and guidelines for appropriate action. A dedicated task force has been established for this purpose, the Ethics and Quality Taskforce. The basis for the ethical obligations and the compliance guidelines is provided by the Biomedical Alliance in Europe, of which EAN is a member.

We are committed to acting professionally, fairly and with integrity in all our business relationships, corruption is not tolerated. This policy applies to everyone we employ or with whom we do business. Industry Partners showcasing pharmaceutical (or pharma-dependent) products are advised to consult the MedTech Europe Code of Ethical Business Practice. It is the exhibitor's or sponsor's responsibility to comply with all national and international laws and regulations that pertain to its particular industry, and to ensure that a compliance officer has approved the specific sponsorship items prior to the application.

The noun "compliance" comes from the verb "to comply," which means "to conform, follow, fulfill, obey." Accordingly, compliance can be defined as: *"institutionalized adherence to laws and ethical-moral norms by an organization in its business dealings"*.

Congresses always generate critical discussions. Originally discussions arise mainly in the healthcare sector, but now this has also spread to other branches of industry, especially when congresses take place in distant, tourist-attractive countries, include elaborate supporting programs and, on top of that, an industrial company may sponsor the costs of the participants. For Congresses, compliance relates on the one hand to the invitation of or assumption of costs for business partners in their capacity as a granting of benefits, and on the other hand to the general design of such events, which may be deemed inappropriate for business meetings if these are geared towards entertainment, experience value and luxury.

Compliance and code of ethics

Compliance is based on fundamental principles. These are specified in case law and comprehensively described in the Pharma Code.

Transparency: Contributions must always be made openly, because if money is handed over secretly, it is an indication of dishonest intentions. It is important to pay attention to little things like sending invitations to congresses only to the official business address. These invitations should contain a very detailed description of the event so that it can be approved by the superior authority.

Neutrality: Contributions may only be made independently of specific official acts; it must not be possible for them to be perceived as an attempt to improperly influence the company. This means that contributions may not coincide with operational or official decisions or be made in misleading proximity to official acts. This is why, for example, inviting people to business events is generally prohibited if they are “significantly involved in an upcoming procurement decision”.

Equivalence: The contribution must always be “appropriate” and “reasonable” in relation to its cause. Accordingly, proportionality must be maintained in business dealings, and a distinction must be made between various aspects of equivalence; 1. the factual relationship of the contribution to the business activity; 2. the equivalent value of the contribution; and 3. social adequacy.

Documentation: Finally, contributions must be traceable for entrepreneurs and verifiable by third parties. It makes sense to document the contributions over the entire life cycle of the business partnership.

Quality leads to Sustainability

To keep the governance and development sustainable, it is crucial to understand the correlation between Quality and Sustainability. The quality management system helps to identify topics needing improvement, in order to reach high Quality which ultimately improves Sustainability. Also, with regard to knowledge preservation, which is becoming increasingly important due to the large amount of internal expertise.

At EAN, we have an advanced system of rules, process descriptions and work instructions that are continuously evaluated and updated, which ensures sustainable management and execution, leading to reaching long-term goals. Through the integrated QMS (quality management system) consistent outcomes and knowledge sustainability are ensured, adding to the structure and security at the administrative level.

With in-depth planning, regulated implementation and continued evaluation of our services, long-term strategy can be achieved, leading to a sustainable future of the organisation.

EAN Board acts according to the rules and guidelines stated in the Policy Manual, which is a compilation of policies applied to EAN officers. All policy papers are evaluated and revised on a regular basis, providing secure and sustainable source of information for the Board and all committees and working groups.



**To sustain it
means
to strengthen,
support, prolong.**

At the EAN, we:

- **Strengthen via providing high-quality educational and scientific content**
- **Support via information and know-how retention and update.**
- **Prolong via looking into the future and planning internal management and external strategy**

Magdalena Matczak
Quality Manager

Workforces on Sustainability

The term sustainability has many areas to cover. Accordingly, we are developing working groups in these different areas, or actually we have already implemented some at EAN in recent years.

One is research in neurology, i.e. what impact the climate crisis has in neurology and how to deal with it. Another is to facilitate implementation and coordinate sustainability work in line with established goals. The goal of this work group is to share best practices, determine synergies in initiatives, and communicate information between departments on sustainability. To ensure that the topic of sustainability is communicated at EAN events, especially the annual congress, this workforce has formed a taskforce. In doing so, EAN ensures that sustainability work is integrated into all our business activities and eventually becomes an inherent way of thinking and organised a natural part of EAN's daily life! We have also invested in external expertise by our Sustainability Coordinator, as well as an internal resource in our team focusing on sustainable process implementation.

The European Academy of Neurology is also aware of substantial evident gaps existing for gender and ethnic differences in epidemiology, clinical features, pathophysiology, treatment, and outcome of many neurological disorders. Therefore, in March 2020, EAN first established a Task Force on Gender and Diversity, which was transformed into a Coordinating Panel in 2021.

Gender and diversity issues are also present in several other areas related to neurology and neuroscience, like education, professional careers, and health politics. EAN stipulates that not only science but also health care systems should reflect the changing demographic composition of communities which is increasingly observed across Europe.

Pillars of Sustainability

It is vital to understand the significance of sustainability and how an effective sustainability strategy, or sustainable measures can be implemented in practice, which is also relevant for event industry into the event industry, specifically in medical congress organization.



Ecological Sustainability

› is about the moderate use of natural resources. It is obviously important not to waste valuable resources and to ensure that our natural basis of life continues to exist in the long term.



Economic Sustainability

› refers to creating a system in which the economy or companies can exist in the long-term within a framework of ecological conditions and considerations.



Social Sustainability

› The goal of social sustainability is intra- and inter-generational justice. This means, on the one hand, that a balance must be achieved between the human needs of the present and the following generation and on the other hand, these needs must be adjusted between rich and poor populations. The approach of intra- and inter-generational justice can be broken down into four topics:

- Integration:* recognition and inter-connectedness of different cultures
- Durability:* right to education, security, and peace
- Distributive justice:* intergenerational social justice, international and national
- Participation:* right to freedom of choice and voice for all people



Cultural Sustainability

› Cultural sustainability is per se in the common science not a subcategory of the concept of sustainability, but rather describes the state of knowledge about humans themselves, nature, and their interdependence. While cultural sustainability refers to cultural and artistic practices, as well as identity formation and expression, it also refers to the role of cultural characteristics that shape the path towards a sustainable society.

The term “sustainability” tends to have positive connotations in the first place, as it triggers associations such as longevity or permanence. At the same time, the term lacks a certain clarity. In principle, sustainability is built on four pillars, which are briefly outlined below.

If the four dimensions of sustainability are considered, it is understood that social, cultural, and economic sustainability are self-sufficient. Injustices happen, but they do not necessarily affect each of the other dimensions. However, when an ecological problem arises, it automatically triggers a chain reaction and affects the social, cultural, and economic dimensions as well.

In the course of the report, measures and actions are presented as EAN acts in the sense of sustainability. It is not possible to categorize them because, as mentioned above, many measures are interrelated and subject to interpretation.



Sustainability at the EAN Head Office

Our Headoffice	13
Sustainable actions at the EAN Office	14
Partners and Suppliers	16

Our Headoffice

Our office is located right next to the Museums quarter in Vienna's 7th district, located in the heart of Vienna. The office is very easy to reach for all employees and external partners, who enjoy coming to our Headoffice for meetings. The office building is a new construction and therefore the eco-balance is in place. We only purchase green electricity from "AAE Naturstrom", and our certificate can be found on our [sustainability subpage](#).

We strongly believe that a sustainable workplace is about designing our office space to best suit our employees. We are continuously working to create a creative office space that recognizes and maximizes the potential of each employee. Due to EAN's continued growth, we have expanded the office to two additional floors in 2019 and 2020. It was serendipitous to have secured two additional offices for our staff on the same building as our first office, so all employees continue to have a sense of unity. The offices allow for plenty of natural lighting and enlivened with a lot of plants, and the roof terrace on which beautiful lunch breaks can be held crowns the highlight. We are confident that this creative, colorful, and dynamic office space will have something to offer all our employees and increase both satisfaction and productivity.



Sustainable actions at the EAN office

On this Page we list some of the things we do or have implemented in the sense of sustainability. We don't want to cover only the one-dimensional level of environmental sustainability; it is important for us to think and act in all levels of sustainability.

Using green electricity



AAE "Naturstrom" with certificate

Organic and eco products

We use eco-paper for all printouts, and mainly use ecofriendly cleaning products in the office. We also buy only organic or fairtrade products for common use, such as tea, coffee, milk, etc.

Waste separation




We separate our waste according to the specifications of the MA48 and in addition we have a bio-waste that is recycled in our worm box and is converted into fertilizer for our plants.

Quality and Archive

Instructions and work know-how are saved and regularly updated.; implemented processes and instructions are questioned and constantly evaluated

Environmental Social Governance criteria

 These are included in the analysis of securities to consider and evaluate social, environmental and ethical consequences of investments in companies and countries.

Central location of the office



Good accessibility, it encourages driving by public transport.

Possibility working part-time

We offer eleven different working models.

Possibility to work remotely



Everyone is provided with home office equipment.




Acting sustainably is not a checklist that can

be ticked off, it is an inner attitude that must be lived. We have to look flexibly into the future and continuously review our processes and actions.

Antonia Boesch
Sustainability Coordinator

Sustainable actions at the EAN office

Continuing education opportunities

 The opportunity for continuous further education is provided, but also apart from that, further education is encouraged.

Equality and Equity

Equality means each individual or group of people is given the same resources or opportunities; this is for example reflected in the EAN salary scheme. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome. The leadership of EAN is taking this into account daily; individual training opportunities, flexible working hours, paternity leave for men, and many other things are offered.

Kids @ EAN

For the total of 31 full-time equivalent EAN employees, there are 32 children. At our annual congress, we offer congress attendees a childcare to make it easier to attend the congress and be a parent.

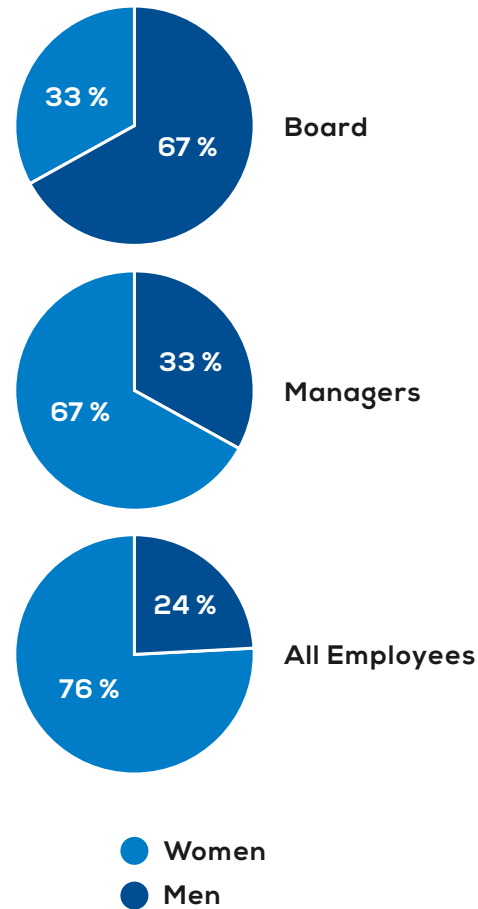
Transparency & traceability

Transparent salary schemes mean that there are no unjustified salary differences between men and women at our company.

Cultural Diversity

In total we have more than 40 employees working at the EAN Office out of 27 different countries.

Genders at EAN



Sustainability is a leadership issue, if you model it in your everyday life, soon everyone will have internalized it.

Peter Hofmann
Head of Congress Department



Partners and Suppliers say ...

“The Wörkerei is a joint project of Caritas and Volkshilfe. The goal is to support young adults in their search for work or training. In cooperation with the Wörkerei old advertising tarps are upcycled into beautiful bags. The Wörkerei saves more than 1.5 tons of advertising tarps from the garbage every year.”

Safije Eder-Jenuzi,
Wörkerei

“Sustainability was always important to me, but I am happy that its getting easier to choose environment friendly options either in work or private life. I try to keep in mind that any small action is important.”

Agnes Opitzer,
HUNGEXPO

“For me, sustainability means above all a circular economy. We should recycle and reprocess existing resources instead of constantly extracting new raw materials.”

Christoph Außerwöger,
Papplab GmbH

“As a global pharmaceutical company, we are tackling some of the world’s most pressing challenges. Our initiatives are imbedded in our corporate strategy, and focus on addressing inequalities in healthcare, minimizing the impact we and our products have on the environment, and creating a socially inclusive organization. We believe to have a sustainable impact, we must work together.”

Sandrine Bouttier-Stref,
Global Head of Corporate Social Responsibility,
Sanofi

An aerial photograph of a river delta, showing intricate patterns of water and land. A large, stylized, golden-brown 'S' shape is overlaid on the left side of the image, partially obscuring the river's path. The background is a deep blue gradient.

Sustainability at EAN Events

“Global warming is real,
and it’s getting worse”

18

Actions at EAN Events

19

“Global warming is real, and it’s getting worse” (Landwehr 2020)

In general, the MICE sector in Europe is a constantly growing industry, so it is vital to take sustainable actions. Event/congress managers understand to also have an obligation to protect the environment and to take measures against climate change, but also to consider economic ethics in organizing large-scale events. So, we take action as EANs core business is to educate specialists in neurology through events, congresses, masterclasses, schools, etc.

Many different aspects affect the environment in the planning and realization of a congress. From a sustainable perspective, social, economic, and ecological impacts of a meeting must be taken into consideration to address the carbon footprint of event organization.

We take our responsibility as congress organizers seriously and are in the process of educating ourselves and constantly taking action to contribute to the improvement of the climate crisis.

EAN aligns with the guiding principles of the Sustainable Development Goals of the UN for the Agenda 2030, so we want to act comprehensively.



It is our moral responsibility to apply the golden rule “treat others the way you want to be treated” – also to our planet. Let’s use our brain wisely and take advantage of the privilege of choice.


Helene Winklmayr
Education Coordinator

Sustainable actions at EAN Events

Here below we would like to mention a few measures that we implement at and/or around events of EAN to achieve our internal goals, and thus also to contribute to the Sustainable Development Goals of the UN's 2030 Agenda.

It is important to us to understand the breadth of sustainability and to cover all four areas; social, economical, environmental and cultural in our goals. But we did not divide the measures into the four pillars, because there are some measures that could occur several times, such as “working with local partners and suppliers”. This measure applies to all four areas. It helps the environment because the transport distances are not too long, it supports the local economy, and it comes to possibly cultural exchange.

Partner and Supplier

 We always prefer regional suppliers in order to reduce CO2 emissions tied to transport.


Steady communication creates a Partnership:

- Our requirements regarding sustainability are openly communicated.
- Suppliers are evaluated and assessed. We question how partners work and want to look transparently at their supply chain.
- We are constantly working with our partners on new sustainable solutions.

Workforce

It is encouraged that students gain work experience in a very good working atmosphere. Attention is paid to working hours and working conditions.

Quality Management & Archive

 Events and processes' quality is questioned and constantly evaluated and improved. These are archived in order to pass it on.

Renting / Sharing

We make sure that materials/ property are used sensibly or rented out during the time when they are not in use at events, for example: cardboard seating areas, Congress Bags, etc.




Everyone can contribute a small piece to go in the right direction.

Sara Singer
Exhibition Coordinator

Sustainable actions at EAN Events

Education

-  EAN transfers knowledge throughout the world:
- **Exchange of trainees** – they can bring back knowledge to their home country.
 - Encouragement to teach their colleagues.
- **Virtual participation** is possible, and content is available on demand
- Providing virtual educational program via our **eLearning Masterclasses**

Materials

Produce:

- Care is taken to ensure that the congress items are produced sustainably and that they are made of sustainable materials.
- Congress Material like Giveaways, Congress Bags, Badges, etc. are no longer produced in excess, but the participants are asked about their demand (our Congress Bag producer is Wörkerei, an employment project of Caritas Wien, which supports people in their progressive entry into working life)

Reuse:

- We would like to reuse as many fabrics and carpets as possible.
Attention: as long as it makes sense - you always have to question if storage and logistics (i.e. transports) to other countries are really more sustainable than maybe recycling it differently!
- For our booths we use reusable materials like cardboard our partner Papplab is local and innovative

Reduce:

We reduce the use of plastic or material in general, therefore we ask the participants to bring their own water bottles that can be refilled at our installed drinking fountains or dispense on printed material.

Concerning sustainability, as with everything else, it needs education and action to create progress.

Martin Dunzinger
IT Coordinator



Sustainable actions at EAN Events

Travel & Accommodation

📌 This section is probably the one that can be influenced the least but has the most effect on making a large event less environmentally impactful.

So, we:

- support travelling by train
- offer to compensate the CO₂ emission of the travelled air routes
- partner up with the public transport of the city where the event is taking place
- plan environmentally friendly leisure programs
- work with green certified hotels, if possible. Like “Naturhotel Steinschaller Dörf”, for the Spring School

Catering



We offer only vegetarian food as catering for our EAN Congress for participants, at smaller events participants are often invited “A la Carte”, so we cannot influence the order.

We make sure that regional food is used and that not too many exotic fruits and vegetables are offered.

Communication



We create awareness on the topic of sustainability, by communicating the measures that are being implemented and which can be implemented by our participants, partners, and suppliers.



Sustainability is not only the responsible use of all our resources but also and mostly a synergy of many factors in our entire environment: earth, nature, work, education, people, ... let's take action!

Julia Mayer
Head of Education Department

Future Steps



Future Steps

Our principle for this year is: **2023 – greater responsibility!**

We have identified four main goals that we pursue in order to make our contribution to the environment.



The Sustainable Development Goals of the UN – these are the basis to strive for. We want to formulate clear goals in the areas that apply to us, so that we can also contribute to the achievement of the overarching goals.

- ⇒ No Poverty
- ⇒ Zero Hunger
- ⇒ Good Health and Well-Being
- ⇒ Quality Education
- ⇒ Gender Equality
- ⇒ Clean Water and Sanitation
- ⇒ Affordable and Clean Energy
- ⇒ Decent Work and Economic Growth
- ⇒ Industry, Innovation and Infrastructure
- ⇒ Reduced Inequalities
- ⇒ Sustainable Cities and Communities
- ⇒ Responsible Consumption and Production
- ⇒ Climate Action
- ⇒ Life below Water
- ⇒ Life on Land
- ⇒ Peace, Justice and Strong Institutions
- ⇒ Partnership for the Goals

Future Steps



Ecolabel – We aim to continuously improve and educate ourselves, using the guidelines of the European and Austrian Ecolabel, changing our processes to meet the sustainable requirements of it.

› The long-term goal is then to certify projects and us as congress organizers.



Sustainability Workforce – This should be expanded to create content and programs towards sustainability in neurology.



Partner and Supplier – To create our own guidelines and requirements according to which we select our partners and suppliers.

Think Sustainability!



We are open to comments
and happy to answer
questions on this topic under
sustainability@ean.org

Thank you for your
contribution!

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Sustainability Coordinator (EAN)