



*Committed for a better future!*



# SUSTAINABILITY REPORT 2021 - 2022



*Committed for a better future!*

## Scope and Coverage

GRI 2-3, 2-5, 2-23

UNITEC is proud to present the IV Sustainability Report prepared following the GRI Universal Standards and verified by Fundación Hondureña de Responsabilidad Social Empresarial (FUNDAHRSE) (Honduran Foundation for Corporate Social Responsibility).

This report covers the period from January 2021 to December 2022, and adheres with the principles of the Global Compact, the Sustainable Development Goals, the ISO 26000 Standard, and the IndicaRSE metric. We are committed to providing updates to this information every two years and we are available to answer any queries you may have:

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Mar Mayoral  
Corporate Social Responsibility and Community  
Engagement Director  
[direccionrse@unitec.edu](mailto:direccionrse@unitec.edu)  
Tel. +504 2268-1000, ext. 1037

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Rosalpina Rodríguez  
CEO/Executive President

Roxana Espinal  
Vice President of Community Engagement and  
SPS Campus

[www.unitec.edu](http://www.unitec.edu)

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**SUSTAINABILITY  
REPORT  
2021 - 2022**

# A Message from the CEO/ Executive President

GRI 2-11, 2-14

*"We look toward the future with hope"*

Today, we present our 2021–2022 sustainability report, a period that will forever be writ large in the history of our university. During these years and after facing the beginning of a pandemic and two natural phenomena that left tremendous damage in our country, we have seen our institution emerge stronger and more cohesive. The resilience and tireless commitment demonstrated by every member of our university community have been the cornerstone of our achievements.

During this time, our core strength has become a key player in the country's higher education system, by overcoming not only the challenges imposed by the pandemic, but also using these difficulties as catalysts for our growth. Every student, faculty, and staff member has played a critical role in our ability to adapt and continue to provide quality education.

2021 marked a milestone in our history by starting a new institutional era. The presence and support of the Nasser Foundation, as a member of the FUNDAEMPRESA assembly, has strengthened our vision and will be key to UNITEC's continued growth. Their commitment has been a beacon of support, and we both share a transformative educational vision that positively impacts our whole society.

We reiterate our commitment to strengthening the economic, social, and environmental dimensions. On the economic front, we strive for financial sustainability, ensuring that our university survives and thrives in the long term. Socially, we promote diversity and inclusion, creating an environment that prepares our students for a diverse and changing world. Environmentally, we have become responsible guardians of our environment by

implementing sustainable practices that reflect our commitment to the planet.

We want to be an asset to Honduras, not just by contributing to the training of competent professionals, but also to the development of our society. Our mission and vision guide us for that purpose, reminding us that our work significantly impacts the training of leaders and committed citizens.

We look toward the future with hope. Adversity has made us stronger, and each challenge we have overcome has taught us that we are capable of much more. We will continue to work together, inspiring change and training the brilliant minds who will be the architects of a better future for Honduras.

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*We want to be an asset to Honduras, not just by contributing to the training of competent professionals, but also to the development of our society.*

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This biannual report is not only a record of achievements but also a testimony to the collaborative and committed work of our community. I thank each member for their contribution and dedication to this common cause.

With gratitude,




**Rosalpina Rodríguez,**  
CEO/Executive President  
UNITEC-CEUTEC

# Governance

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**SUSTAINABILITY  
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# Organization Profile

GRI 2-1, 2-2, 2-6

## Activities, Brands, Products, and Services



UNITEC is a private institution of higher education in Honduras that was founded on December 17th, 1986. We offer university education that stands out for its innovative academic offering and its educational model. We operate under the figure of a private non-profit university.

Our main objective is to contribute to the social, economic, cultural, and political development of Honduras, through the training of professionals who are thinkers and creators and are prepared to face the

challenges of the local and global environment. We stand out for our innovative academic offering, which involves study programs that adapt to the needs of the labor market and the demands of society. We play an important role in higher education in Honduras by contributing to the development of trained human resources in different fields. Our emphasis on academic innovation and commitment to the well-being of society are highlights of our mission as an educational institution.



December 17th, 1986, marked the beginning of Universidad Tecnológica Centroamericana (UNITEC), a private institution of higher education. Since its founding, UNITEC has excelled in its innovative approach to university education, offering a wide range of academic programs and avant-garde educational models.

In 2005, UNITEC joined Laureate International Universities, the world's largest network of private universities, expanding its global reach and resources. In 2020, Laureate Education transferred the management of UNITEC to the Nasser Foundation, ensuring its continued commitment to educational excellence.

Currently, UNITEC has two campuses located in Tegucigalpa and San Pedro Sula, as well as five branches: two in Tegucigalpa, two in San Pedro Sula, and one in La Ceiba. Together, these campuses accommodate over 25,000 enrolled students, consolidating its position as a leader in higher education in Honduras.



Centro Universitario Tecnológico (CEUTEC) was established in 2005 as an innovative educational alternative that adopts the Blended Learning model to serve people who both work and study. CEUTEC offers flexible hours and blended learning to facilitate access to higher education.



INNOVATEC is an institute supported by UNITEC and is approved by the Ministry of Education of Honduras. It offers middle-level educational services, including a Bachelor of Sciences and Humanities diploma, designed for people over 18 years of age who have completed the ninth grade of high school. The program is also especially tailored to meet the educational needs of those who wish to study while working.

## Locations

GRI 2-1, 2-2

### SAN PEDRO SULA

**UNITEC Campus**  
North Boulevard, detour to Armenta, adjacent to the Altia Business Park  
+504 2564-5600

**CEUTEC Sede Norte**  
Las Mercedes Residential, North Boulevard  
+504 2564-7400, ext. 6051

**CEUTEC Sede Central**  
25th Street, Roberto Micheletti Boulevard  
+504 2564-7400

**INNOVATEC Sede Norte**  
Las Mercedes Residential, North Boulevard  
+504 2564-7400, ext. 6064

### TEGUCIGALPA

**UNITEC Campus**  
Kennedy Boulevard, Jacaleapa, Honduras Residential  
+504 2268-1000

**CEUTEC El Prado**  
El Prado, Kuwait Boulevard  
+504 2202-4400, ext. 4001, 4002

**CEUTEC Centroamérica**  
Central America Boulevard  
+504 2202-4420, ext. 7002, 7003, 7039

**INNOVATEC Centroamérica**  
Central America Boulevard  
+504 2202-4800, ext. 7002, 7003

### LA CEIBA

**CEUTEC**  
Highway to Trujillo (CA 13), intersection with El Ceibón avenue  
+504 2405-0700



# Our Operations

GRI 2-6

UNITEC focuses on university education, offering a wide spectrum of academic options with 27 undergraduate degrees, 15 master's degrees, and one doctorate degree. CEUTEC, provides access to 15 undergraduate degrees and 12 technical programs and INNOVATEC provides a Bachelor of Sciences and Humanities program at secondary education level.

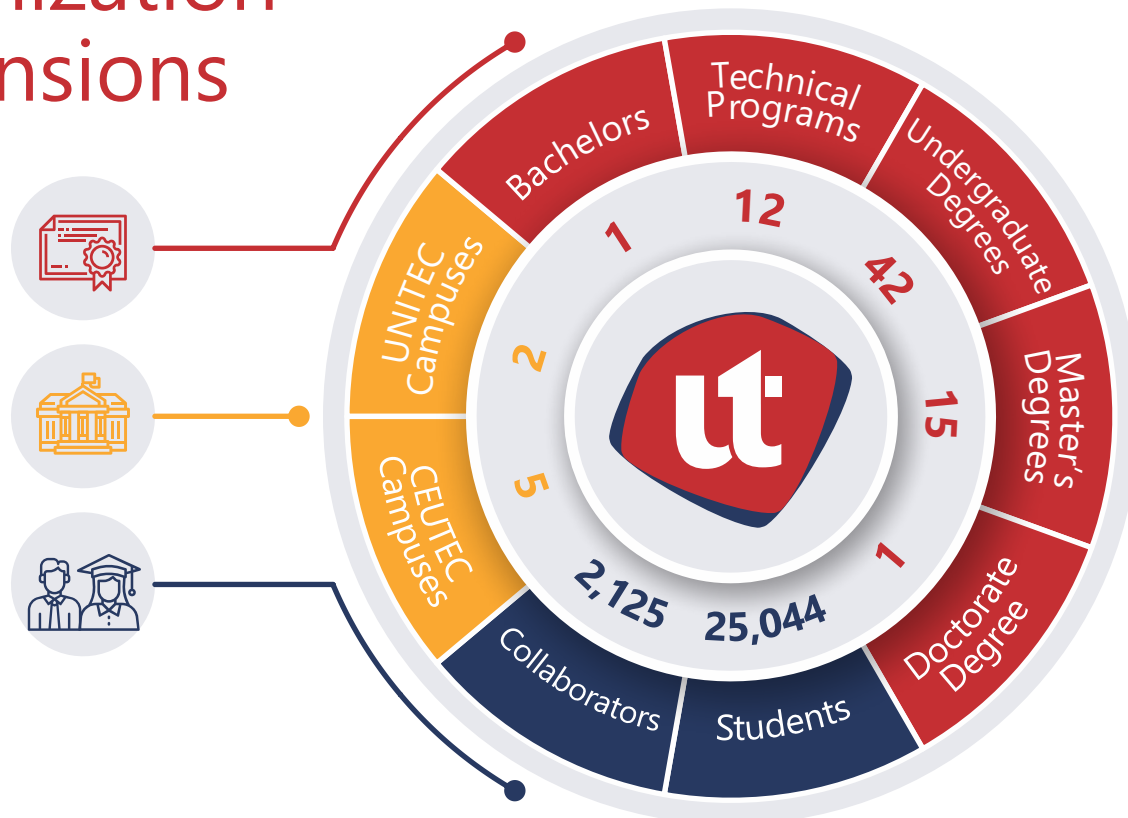
	UNITEC	CEUTEC	INNOVATEC
Bachelors			1
Technical Programs		12	
Undergraduate Degrees	27	15	
Master's Degrees	15		
Doctorate Degree	1		



Additionally, through our **Continued Education Office**, we have developed an extensive catalog of courses, diplomas, and certificates. These programs are designed to meet the needs of those who wish to expand their knowledge in specific areas.

# Organization Dimensions

GRI 2-6, 2-7



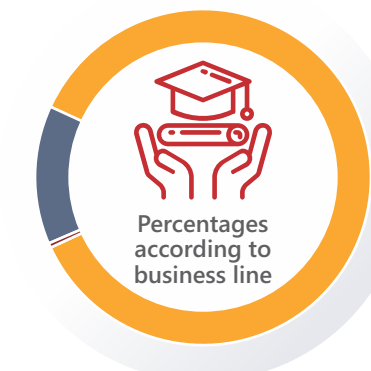
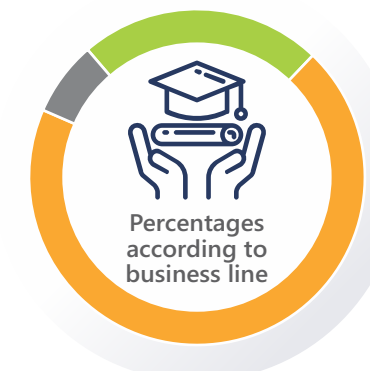
# Students

GRI 2-1

## DETAIL BY BUSINESS LINE

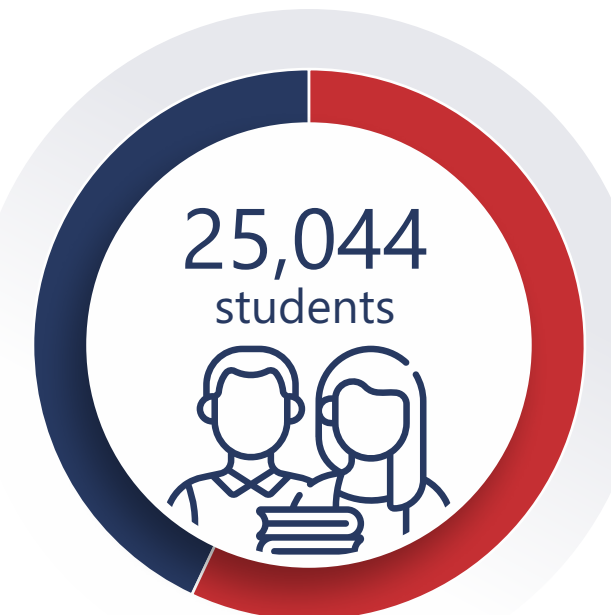
(includes online and in-person modalities)

2,521	Master's Degrees	
7,479	Undergraduate Degrees	12,304
774	Professional Formation	
	Technical Programs	1,903
	Bachelors	63



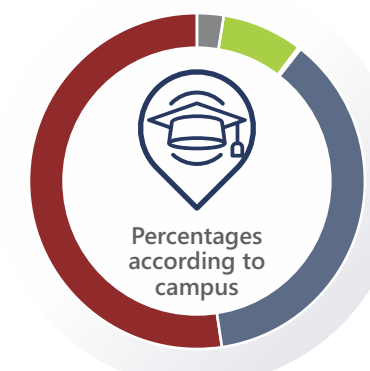
unitec®

10,774



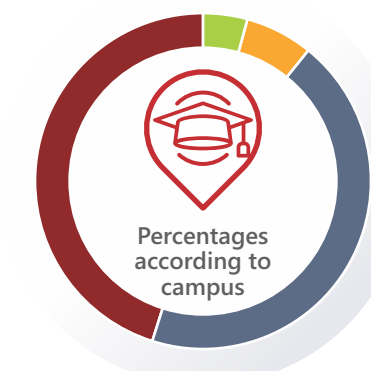
ceutec de unitec

14,270



### DETAIL BY CAMPUS

5,643	TEGUCIGALPA	6,437
3,991	SAN PEDRO SULA	6,294
27	LA CEIBA	930
837	ONLINE	609
276	TELETEACHING	



\*Data belonging to the last quarter of 2022.

# Corporate Government

GRI 2-9, 2-10, 2-11

## Our Governance

UNITEC is a private, non-profit university institution, whose fundamental purpose is to contribute to the development of Honduras in the social, economic, cultural, and political spheres.

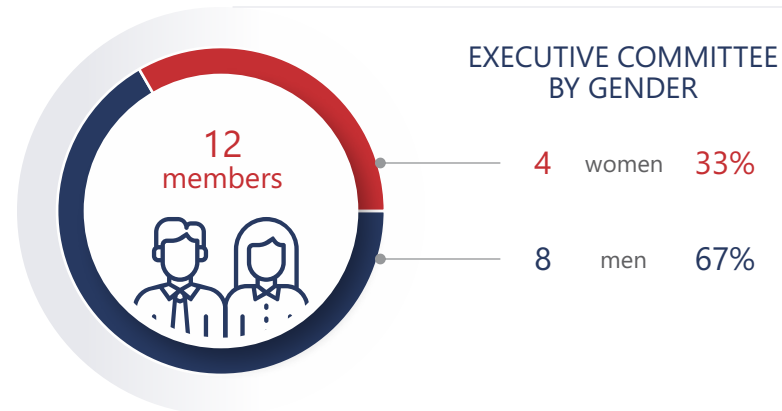
UNITEC's governance structure extends from the CEO/Executive President, who acts as the highest executive authority, to the Rector's Office, Vice Rector's Office, Vice-Presidencies and Managements, forming a solid and coordinated leadership system. The Executive President, who is an integral member of our academic community, is responsible for leading the formulation of institutional policies and supervising the implementation of strategies and practices that ensure the success of our institution.

In addition, the Executive Committee, composed of 12 members, supports and guides the strategic decisions of the university's senior management, contributing to effective governance and the fulfillment of our educational mission.

The Executive Committee is organized as follows:

### Executive Committee 2021-2022

Position	Gender	Competencias		
		Economic	Environmental	Social
CEO/Executive President	F	●	●	●
Rector	M			●
General Secretary	M			●
Academic Vice Rector	M		●	●
Vice President – Operations	F	●	●	
Vice President – Student Affairs	M			●
Finance Manager	M	●	●	
Administrative Manager	M		●	●
Human Resources Manager	F	●		●
Marketing Manager	M	●	●	●
IT Manager	M	●		
Admissions Manager	F	●		●



According to UNITEC-CEUTEC's Hiring Policy, "for the Executive Committee positions, members of the panel of evaluators will include representatives from the operations Office and the Human Resources Management. Additionally, a representative from the Foundation may be included if deemed necessary by the Operations Office. The composition of each process will be decided and documented by Human Resources Management."

The 12 members of the Executive Committee are executive members.



## Our Governance

GRI 2-12, 2-13, 2-15, 2-16, 2-17, 2-26, 2-27

The Executive Committee of UNITEC-CEUTEC is under the direction of the CEO/Executive President. Its main role consists of planning, directing and supervising the academic-administrative management of our institution. This is done to guarantee the fulfillment of the institutional objectives according to current guidelines and policies in the educational field.

The CEO/Executive President also plays a fundamental role in maintaining strong and effective relationships among members of the Executive Committee and the leaders of all areas of the organization, thus fostering fluid communication and collaboration necessary to achieve the institution's objectives.

The CEO/Executive President is responsible for leading strategic planning with the purpose of contributing to the accomplishment of the institution's mission and vision. This process involves an analysis and diagnosis of both the internal and external situation of the organization. The CEO/Executive President, in collaboration with the Executive Committee, oversees defining the institution's strategies, approving the strategic plan, and sharing it with the organization's leaders.

Once the organizational objectives have been established, which may include KPIs, projects, and priorities, each employee must define his or her own individual objectives. These individual objectives are composed of both organizational objectives and personal objectives that address aspects such as CSR, competencies, management indicators, projects, or critical results.

These objectives are reviewed periodically, in the mid-year term and at the end of the year, through our **Performance Evaluation System**, to



evaluate the progress made. In January, the previous year's organizational results are analyzed, and the objectives are redefined, repeating the entire process.

The CEO/Executive President reviews and acts on the Executive Committee's objectives, which involves indirect management of social, economic, and environmental issues, in accordance with her area of competence.

The formal evaluation and approval of the organization's Global Reporting Initiative (GRI) Sustainability Report aims to ensure that all material issues have been addressed. The CEO/Executive President is involved in the approval process of data presented in the Sustainability Report.

### Conflicts of interest

At UNITEC, we have a solid **Code of Ethics** that addresses the management of conflicts of interest, identifying situations that may be considered as such and providing clear guidelines on how to address them.

Conflicts of interest are defined as those circumstances in which our personal relationships and individual

activities may influence our ability to make decisions that benefit UNITEC. When a situation that can be perceived as a conflict of interest arises, it is critical to immediately report it either to the area's corresponding supervisor or directly to the **Ethics Committee**.

UNITEC shares and disseminates these ethical principles through specific codes intended for students, faculty members, collaborators, and suppliers who maintain relationships with UNITEC. Although these codes offer valuable guidance, it is important to note that they cannot anticipate all possible conflict of interest situations. Therefore, when in doubt, we encourage the use of common sense and the seeking of advice within the institution. This ensures that we maintain the highest ethical standards in all our interactions and operations.

### Evaluation of the performance of the highest governance body

GRI 2-17, 2-18, 2-19, 2-20, 2-21

The performance evaluation of the Executive Committee is carried out through the Performance Evaluation System. In this system, each member of the body sets his or her individual objectives every year, which aligned with the organization's strategic plan. These objectives are independent and are evaluated periodically, both in the mid-year term and at the end of the year.

We value consultations with our stakeholders. Annually, we conduct a student census and a satisfaction survey based on the NPS (Net Promoter Score).

### Compensation policies

Our compensation policies for the highest governance body and senior executives are based on a table that evaluates the relationship between salaries and bonuses, considering the organization's performance and results.

In addition, we continuously monitor the labor market using analyses provided by Price Waterhouse to ensure that our compensation policies are in line with current market practices.

### Process to determine remuneration

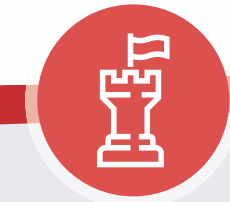
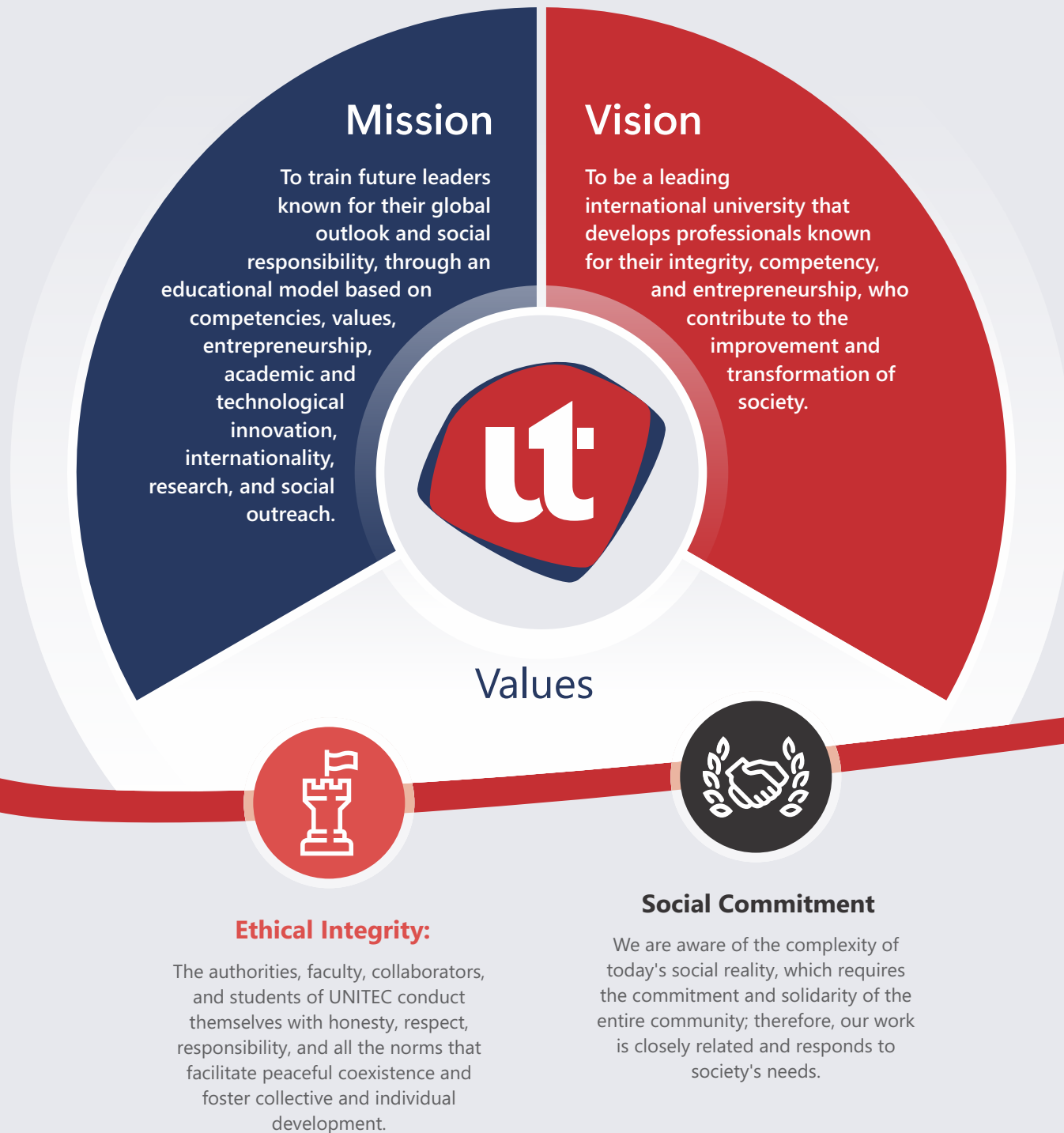
The Compensation and Benefits Policy establishes that all positions in the institution must have a salary and a benefits plan defined and communicated to employees, to guarantee competitiveness and internal equity.

The salary of new collaborators is determined in collaboration with the Human Resources Department and is submitted to the Operations Department for approval. For this process, both the current salary scale and the current tabulators are considered as a reference.



# Values, Principles, Standards and Norms of Behavior

GRI 2-24, 2-25



**Ethical Integrity:**  
The authorities, faculty, collaborators, and students of UNITEC conduct themselves with honesty, respect, responsibility, and all the norms that facilitate peaceful coexistence and foster collective and individual development.



**Creativity and Innovation**  
We create spaces to generate cutting-edge ideas and find solutions with local and global impact for specific problems.



**Excellence**  
We strive to do things well and our work is based on the highest international academic and service standards.



**Entrepreneurial Spirit**  
We are committed to the development of an ecosystem that facilitates the creation of projects and ventures that generate individual and collective benefit.

# UNITEC's Educational Model

GRI 2-24

## PILLARS OF THE EDUCATIONAL MODEL

All the work performed at UNITEC is supported by six pillars that support institutional life and encompass academic and operational activities.



At UNITEC, our **Educational Model** is student-centered and based on the integration of five key components: competency-based learning, transformative faculty, personalized university experience, modern learning spaces, and interaction with the work environment. All our commitments and policies are rooted in our institutional

identity, which our vision guides towards an internationally leading university, training upright, competent, and entrepreneurial professionals who contribute to the development and transformation of their society. This vision is combined with our mission to train professional leaders with a global perspective and a strong

social commitment through an educational model that is based on skills, values, entrepreneurship, innovation and technology, internationalization, research, and community engagement.

## Pillars of the Educational Model

### Academic Quality

Our commitment to academic quality drives us to constantly seek quality certifications, obtain academic accreditations, undergo both internal and external evaluations, improve our positioning in university rankings, and continuously monitor the employability of our graduates.

### Community engagement

The community engagement offers students the valuable opportunity to apply the knowledge acquired in their studies to contribute to the solution of challenges and needs in communities, organizations, companies, as well as in government spheres at the local and central level.

### Entrepreneurship

Our goal with entrepreneurship is to drive growth and ensure the success of our students' innovative projects through a wide range of business resources and services that include methodologies designed to foster the entrepreneurial spirit.

### Internationality

Our international programs seek to train professionals who appreciate globalization, value cultural diversity, and develop skills to excel in the labor market and approach life. These programs include academic exchanges, double degrees, internships abroad, and global experiences such as academic tours and conferences.

### Research

Our research program promotes the concept of science that transforms reality and serves the common good, with a notable growth in scientific leadership, particularly in the fields of engineering and administrative and social sciences.

### Technology and Innovation

Technology and innovation are key parts of our ongoing commitment to strengthen our Educational Model, meeting the professional needs of our students and educators through the adoption of innovative academic platforms.

# Achievements and Impacts of the Institutional Pillars for the Educational Model

GRI 2-18

## Academic Quality

### Academic Quality Insurance Model (MACAI for its acronym in Spanish)



The objective of MACAI is to measure the performance of the components and pillars of the Institution's Educational Model as well as academic operational efficiency to develop necessary actions to permanently improve the institution itself.

The Model is made up of six categories: Teaching Management, Social Projection, University Personal Experience, Management of the Educational Model, Interaction with the Work Environment, and Academic Operational Efficiency, all which add up to a maximum score of 1,000 points.

MACAI has become a fundamental tool in our commitment to offer quality education, promoting academic excellence, and fostering the integral formation of our students. Through its implementation, clear standards and rigorous evaluation criteria have been established to guarantee the fulfillment of our institutional objectives and foster a culture of continuous improvement.



### QS Ranking

We have achieved position #301-350 in the QS Ranking, one of the most recognized academic rankings worldwide. Our participation in the QS Ranking demonstrates the constant search for academic excellence and our commitment to provide quality education to our students. Our position in this prestigious ranking reflects the effort and dedication of the institution to remain at the forefront of higher education in Honduras and the region.

<https://www.topuniversities.com/universities/universidad-tecnologica-centroamericana-UNITEC>



### Accreditations

With a firm commitment to academic quality and excellence in education, we have obtained outstanding academic accreditations that support our excellence in various disciplines. Notable achievements include:

- Accreditations of our engineering programs with Central American Agency for Accreditation of Architecture and Engineering (ACAAI for its acronym in Spanish):
  - Mechatronics Engineering
  - Biomedical Engineering
  - Telecommunications and Electronics Engineering
  - Computer Systems Engineering



- Industrial and Systems Engineering
- Civil Engineering
- Accreditation with Global Accreditation Center for Project Management Institute (GAC-PMI), with our master's program in Project Management.
- Accreditation by the International Advertising Association (IAA), which validates the quality and relevance of our Audiovisual and Advertising Communication Program.

<https://www.pmi.org/>  
<https://www.iaaglobal.org/>  
<https://acaai.org.gt/fecha-de-programas-acreditados/#honduras>



## Community Engagement

GRI 2-28, 2-29

UNITEC's mission "To train future leaders known for their global outlook and **social responsibility**, through an educational model based on competencies, values, entrepreneurship, academic and technological innovation, internationality, research, and social outreach" highlights the importance of the institution's community engagement.

Through the Community Engagement Program, we seek to generate a transfer of knowledge, forming citizens who contribute to the development of the country. This is carried out through the application of the knowledge acquired during the career, in the resolution of current social problems.

Since 2009, UNITEC has implemented regulations for its social outreach processes, which require each student of the institution to contribute with a certain number of hours of community engagement. Since 2017, the frame of hours that must be completed is 140 hours for UNITEC students, 70 hours for CEUTEC students, 35 hours for Virtual University students, and 25 hours for Technical Program students.

The accreditation process of these hours involves a rigorous administrative and academic procedure that includes faculty members, coordinators, collaborators, university deans, as well as personnel from the Corporate Social Responsibility and Community Engagement Office, which aims to contribute with innovative projects and integral solutions for communities.

Of the total hours required for graduation, 80% must be completed through class projects and special projects, while the remaining 20% must be done through volunteer work with allied organizations.

Between 2019 and 2022, we have worked on the design and validation of community engagement software that would allow better management of the different processes involved in the entry, administration, queries and reporting of community engagement projects at the national level. This system will facilitate the planning and organization of relationship management projects, allowing access to information for students, faculty members and administrative staff from different devices.

These are the benefits that the software brings to the university community:

- Digitalization of information
- Reduction of entry times
- Query automation
- Information centralization

### Strategic partners:

- NGOs (ACOES, Fundación Casa David, Fundación Amor y Vida, Fundación Abrigo, TECHO, Hospital María, FUNADEH, Junior Achievement, Glasswing, among others)
- Ministry of Education
- Municipalities
- Micro and small businesses

### Community Engagement Report

	Community Engagement Opportunities	Hours	Projects	Organizations	Municipalities
2021	17,517	289,691	2,609	1,547	30
2022	17,687	271,249	2,615	2,018	43



## Entrepreneurship



**+2,000**  
supported  
entrepreneurs



- Active collaboration with Entrepreneurship Initiative of the Accreditation Council for Business Schools and Programs (ACBSPP), whose objective is to promote entrepreneurship through research.
- Participation in the CCIC Tech Bazaar with technology-based business ideas.

### Awards:

- The tenth edition of “Yo Emprendo” Award had 103 social entrepreneurship projects enrolled.

### Business ideas contests (addressed to the university student body):

- Grand Pitch Competition
- Pitch Morning Business

### Strategic partners:

- Over 30 strategic alliances
- Over 400 external entrepreneurs certified

### Alliances:

- B System, GIZ, Realidad Virtual Honduras, Impact Hub, CCIC, Municipality of San Pedro Sula, Municipality of Puerto Cortés and Fundación Cerebro de Confianza.

### International Cooperation:

- Presentation of good practices: Simulation of real-life scenarios for entrepreneurs of the project titled “Support to the implementation of the 2030 Agenda from Innovation”.



## Internationality

Program or initiative	2021	2022
Participants in Undergraduate Exchange Programs	25 (virtual)	160 (in-person)
Participants in the COIL Program (Collaborative Online International Learning)	51	437
Participants in the Dual Undergraduate Degree Program	7	9
Participants in Undergraduate Abroad Internship	23	81
Participants in the Postgraduate Virtual Exchange Program	17	20
Countries where International Programs were carried out abroad:	Colombia, USA, Spain	Colombia, Spain, USA, El Salvador
Countries where internships were carried out abroad:	Germany, Austria, Spain, USA, France, Guatemala, Mexico, Switzerland	Germany, Belgium, Chile, United Arab Emirates, Spain, USA, Guatemala, Italy, Mexico, Czech Republic



## Research

### Investment in Science:

National investment in research measured as a percentage of Gross Domestic Product remains low; however, UNITEC leads the way in science investment representing private universities. This has contributed to facilitate better structural and methodological conditions for our faculty members and students to develop successful research experiences and careers.

Statistics such as QS ranking show that UNITEC is also the number one university in Honduras in terms of scientific publications per faculty member. Increased internal investment in science has also enhanced our credibility for receiving external research funds.



### Scientific Publications:

In 2021, our researchers completed 87 scientific publications (61 indexed in **Scopus** and 26 in other indexes). In 2022, that number increased to 138 (107 in **Scopus** and 31 in other indexes). A quarter of our scientific production is published in local and regional journals, fulfilling the objective of promoting science in the **Global South**, which is distinguished by its free and open access. Similarly, *Innovare*, a bilingual, quarterly journal dedicated to science and technology, reached its ninth anniversary, achieving indexing in **Google Scholar**, adherence to **Declaration on Research Assessment (DORA)**, and acceptance for future indexing in **AmelICA**. To guarantee the ethical integrity of its contents, *Innovare* also incorporated the use of the **iThenticate** tool, as well as a publication ethics campaign.

### Establishment and Strengthening of Observatories:

As part of UNITEC's institutional commitment to the conditions of life and our planets, the observatories for COVID-19, vaccination and anticovid pharmacovigilance, environmental and human impact of hurricanes Eta and Iota, as well as the energy observatory (which is the only one in the Central American region) were kept up to date. Both the scientific bulletins and the publications of these observatories are available at UNITEC's web site, research section.

<https://observatorio-covid19-unitec-arcgis.hub.arcgis.com/>



### Collaboration Networks:

As part of the country's focus on transdisciplinary science and internationalization, we have facilitated agreements, the opening of new lines of research, as well as funds for participation in international congresses and to carry out interactive events with national and international universities. An example of these advances is the Congreso Nacional de Ciencia, Tecnología e Innovación (CONACIETI) (National Congress of Science, Technology, and Innovation), which in 2021, extended its reach to other higher education institutions and established the format of scientific posters. These developments have led to an exponential rise in the participation and interactions of researchers in the country.



## Technology and Innovation GRI 2-24

Aiming to establish itself as a leader in technology and innovation, UNITEC has followed this vision through the Educational Innovation and Teaching Development Office, developing the following technological tools:

- In collaboration with **COURSERA**, a leading online educational platform, UNITEC continues its path to innovation by partnering with global leaders in educational technology to develop the Teacher Formation Program.
- **Virtual Teaching**, an innovative teaching modality, is carried out through the Zoom platform. This technology includes synchronous sessions, in real time, in which the professor connects with the students to deliver the classes in an interactive manner.
- **Broadcasting** in classrooms (includes technology with voice-tracking cameras and smartboards for the professors).



- UNITEC continues with its constant search for innovations by introducing **CANVAS**, the avant-garde teaching platform designed for both students and faculty members. This tool optimizes the educational process through interactive resources, seamless integration with other applications, a variety of options for activities, and constantly evolving innovative features.



- Intensive use of **Turnitin's "Similarity"**, a widely used tool for detecting plagiarism in academic assignments and documents.



Honoring Innovation and Excellence in Our Global Client Community

### Catalyst Award 2022

For the second consecutive year, UNITEC's Educational Innovation and Teaching Development Office excelled in the "Training and Professional Development" category. This recognition reaffirms UNITEC's commitment to continue introducing innovative and educational practices that promote the training of professionals that are essential for the progress and transformation of our country.



**Universidad Tecnológica Centroamericana (UNITEC), Honduras**  
 Directorate of Educational Innovation and Faculty Development  
 UNITEC has carried out various activities with the aim of training faculty members in digital skills and educational innovation, as well as developing the characteristics of the transforming teacher of UNITEC's Educational Model. Among these activities, the training on the development of competencies in students and the design of the Faculty Training Program that includes 50 courses stand out. Additionally, in 2021 the first Educational Innovation Congress was held in collaboration with Blackboard, in which professors had the opportunity to present their best practices through the Blackboard Collaborate platform.

<https://www2.anthology.com/catalyst-awards/2022-winners>



# Membership Associations

GRI 2-28

## Academic Programs Accreditations

Agency	Program	Accreditation Coverage	
		Year of First Process	Current Period
<b>ACAAI   Central American Agency for Accreditation of Architecture and Engineering</b>			
	Computer Systems Engineering	2010	2019 to 2024
	Industrial and Systems Engineering	2010	2019 to 2024
	Civil Engineering	2010	2019 to 2024
	Mechatronics Engineering	2013	2019 to 2023
	Telecommunications and Electronics Engineering	2020	2020 to 2025
	Biomedical Engineering	2022	2022 to 2027
<b>IAA   International Advertising Agency</b>			
	Bachelor's Degree in Audiovisual Communication and Advertising	2013	Current
<b>GAC-PMI   Global Accreditation Center for Project Management Education Programs, Project Management Institute</b>			
	Master's Degree in Project Management	2015	2022 to 2027

## International Memberships

 <p>Accreditation Council for Business Schools and Programs</p> <p>Effective since 2018</p>	 <p>Latin American Council of Management Schools</p> <p>Effective since 2016</p>	 <p>Central American Agency for Postgraduate Accreditation</p> <p>Effective since 2017</p>
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# Student Service/Support

GRI 403-2

## Mechanisms for requesting counseling and raising concerns

At UNITEC-CEUTEC, the problem-solving process for our students, whom we consider fundamental actors, is carried out with a clear focus on constant improvement and student satisfaction.

### Asistencia Jaguar:

We are committed to appropriately solving addressing errors or mistakes that affect students. Students can express their concerns through the "Asistencia Jaguar" (Jaguar Assistance) platform. Internal teams collaborate to address these situations, and students can contact their career coordinators when necessary. All complaints are managed through this platform, where cases are registered and then evaluated in collaboration with the areas in charge of customer service. In more complex situations, detailed investigations are initiated and referred to the corresponding authorities.

In addition to these measures, we have specialized committees such as: the Crisis Management Committee, the Ethics Committee, and the Research Committee, to address unforeseen situations or crises that may arise in the academic environment.

### Stakeholders:

Active stakeholder participation is crucial, and we achieve this through surveys, such as the Net Promoter Score (NPS), faculty evaluations, brand and employability assessments. The information collected is reviewed and shared with the relevant areas to



ensure that activities are aligned with the needs of students and their environment. We have also implemented the focus group methodology to have direct conversations with the university community.

At the university, we value the active participation of stakeholders in complaints and claims mechanisms as essential to its sustainability and social responsibility strategy. In this way we reinforce our commitment to the academic community and society in general, promoting constant improvement in education.

### Evaluation of complaint mechanisms:

To evaluate the effectiveness of the complaints and claims mechanisms, as well as other improvement processes, we conduct quarterly evaluations based on indicators and the "Asistencia Jaguar" (Jaguar Assistance) platform. In addition, we have the Modelo de Aseguramiento de la Calidad Académica Institucional (MACAI) (Institutional Academic Quality Assurance Model) and carry out an annual performance review. The results of satisfaction surveys are also considered.

These quarterly evaluations have led to concrete improvements, such as

the introduction of new services in the platform, the visualization of case status for academic groups, enabling services in the web registry, acquisition of a learning management system (LMS) and strategies to dispense absences during periods of extraordinary enrollment.

To ensure that the complaints and claims mechanisms are legitimate and accessible, we maintain constant availability of these platforms and we strictly adhere to institutional regulations, such as the Academic and the Disciplinary Regulations. User authentication is utilized 95% of cases to validate the source in case of doubt.

### Communication spaces:

As a university, we go beyond simply offering mechanisms for complaints and claims. We establish both online and in-person communication channels with key areas such as academic authorities, IT, and Finances. Moreover, we maintain constant monitoring of all our processes and services to take preventive measures and avoid the recurrence of troublesome cases. We also perform quarterly evaluations of student services and of the institutional indicators to ensure continuous improvement.

# Our contribution to the Ten Principles of the Global Compact and Sustainable Development Goals (SDGs)

GRI 2-22

- We are part of the Global Compact since 2019 and are committed to the 17 Sustainable Development Goals (SDGs) of the 2030 United Nations Agenda.
- We have developed actions in each one of the principles of the Global Compact.
- Our operations align with a prioritized set of SDGs.

We joined the Global Compact in 2019, answering summons that had been made by the United Nations. This commitment urges companies to incorporate ten universal principles related to: human rights, labor, environment, and anti-corruption. In this way, the Global Compact promotes that all businesses act in a manner that encourages the advancement of social objectives and contribute to the implementation of Sustainable Development Goals (SDGs).

## Table of the Ten Principles of the Global Compact

 HUMAN RIGHTS	<b>1</b> Businesses should support and respect the protection of internationally proclaimed human rights.	<b>2</b> Businesses should make sure that they are not complicit in human rights abuses.		
	 LABOR	<b>3</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<b>4</b> Businesses should uphold the elimination of all forms of forced and compulsory labor.	<b>5</b> Businesses should uphold the effective abolition of child labor.
 ENVIRONMENT		<b>7</b> Businesses should support a precautionary approach to environmental challenges.	<b>8</b> Businesses should undertake initiatives to promote greater environmental responsibility; and	<b>9</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.
	 ANTI-CORRUPTION	<b>10</b> Businesses should work against corruption in all its forms, including extortion and bribery.		

Adapted from: The Private Sector and the SDGs, Practical Guide for Action. Global Compact

The commitments and main actions of each principle are presented below:

Commitment	Actions
 <b>HUMAN RIGHTS</b>	
UNITEC is committed to ensure and comply with the declaration of Human Rights, established by the General Assembly of the United Nations, in all dimensions and countries where it has presence.	Our Human Rights Policy has been in effect since May 2018, and is shared with all our collaborators during their induction process at UNITEC-CEUTEC.
The institution will supervise that students and suppliers do not participate in any act that might be construed as a violation of human rights.	At UNITEC, we have Codes and Ethics Policies for students, collaborators and suppliers, which are socialized periodically.
 <b>LABOR</b>	
UNITEC complies with all regulations regarding the right of association and the recognition of the right to collective negotiation, privacy, immigration, working hours, salaries, and schedules; additionally, it complies with legislation forbidding forced or compulsory child labor and discrimination in the workplace.	At UNITEC, we have an Internal Labor Regulation that is in accordance with the Labor Legislation in Honduras, which has been approved by the Ministry of Labor and Social Security. This regulation guarantees full respect and compliance with our collaborators' rights. In addition, the Internal Labor Regulation is constantly socialized with all members of the institution.
Under no circumstances does the institution permit forced or compulsory labor.	The Internal Labor Regulation defines the guidelines by which collaborators render their services to this institution, in strict compliance with all the regulations of the current Labor Legislation.
UNITEC does not allow any type of child labor in any of its operations.	We have a Recruitment and Selection Policy that ensures that all personnel hired meet the required age of majority and comply with the provisions of our Labor Legislation. We do not hire minors in the institution.
UNITEC promotes diversity and inclusion in the workplace and does not allow discrimination or harassment in any form or in any area.	Our Internal Strategic Hiring Policy establishes a selection process that promotes equal rights and opportunities for all, regardless of gender, ethnicity, age, marital status, culture, social status, disability, sexual orientation, or religion. We do not allow discrimination for any of these reasons. The Code of Ethics is currently under review by the Policy Committee. During this revision, we have been updating some important details, such as the ethics hotlines and the mailing address for local complaints.

Commitment

Actions

 ENVIRONMENT

Different environmental responsibility activities are practiced.

We have two solar energy installations that provide electricity to both the Odontology and Gastronomy Building and Building 2 on the UNITEC Tegucigalpa campus.

We conducted reforestation campaigns in key areas, such as La Tigra National Park, El Picacho National Park, Cerro Juana Laínez and Tumbula in Francisco Morazán. Additionally, we carried out reforestation actions in the Sierra del Merendón in San Pedro Sula, Cortés, and contribute to the cleanup of a community beach in Omoa, Cortés.

We care for the planet through initiatives that favor the environment and especially climate change.

In 2021 and 2022, we conducted electronic and paper waste campaigns among our collaborators to support the recycling programs of several organizations.

We have our own Environmental Policy.

 ANTI-CORRUPTION

The Anti-Corruption Policy establishes a zero-tolerance policy for the offering or acceptance of bribes or any other acts of bribery.

As part of the induction process, every new collaborator receives information regarding the Anti-Corruption Policy, the Code of Ethics, and other relevant policies.

In this institution, we conduct internal campaigns on ethical integrity. Through these campaigns, we provide information to all our collaborators with the purpose of strengthening our values and promoting an ethical culture.

In our institution, we investigate with precision all allegations of suspected corruption and take the corresponding measures in a diligent and appropriate manner.

**SUSTAINABLE DEVELOPMENT GOALS**  
17 GOALS TO TRANSFORM OUR WORLD

The following is our contribution to the achievement of the Sustainable Development Goals for 2021-2022:

SDG	Topic	Contribution and Indicators
	<b>Work and Family Life Balance</b>	<p><b>Policy "Somos Familia, Somos UNITEC"</b></p> <ul style="list-style-type: none"> <li>This program is designed to promote a healthy work-life balance for our collaborators, seeking to increase their job satisfaction and their commitment to their personal lives.</li> <li>The leaves recorded for maternity, paternity, marriage, critical illness of a direct family member, death of a family member, birthday, work anniversary, and early departure permission totaled L 128,014.34 in 2021 and L 119,222.59 in 2022.</li> </ul>
	<b>Biosafety and Personal Safety</b>	<p><b>Implementation of Telework and Hybrid Work in UNITEC</b></p> <ul style="list-style-type: none"> <li>Preparation, socialization and compliance of the Internal Policy and Procedure for Telework and Hybrid Work for the collaborators of UNITEC, CEUTEC, and INNOVATEC.</li> </ul> <p><b>Accident insurance for students and collaborators</b></p> <ul style="list-style-type: none"> <li>All students and collaborators have accident insurance coverage and access to Por Salud clinics.</li> <li>Collaborators can opt for the Individual Pension Fund at Banco Atlántida or BAC Credomatic.</li> </ul>
	<b>Emotional Health</b>	<p><b>Psychological attention to students</b></p> <ul style="list-style-type: none"> <li>Students who managed to improve their emotional situation through psychological assistance increased from 85.31% to 96.43%.</li> </ul>
	<b>Faculty Academic Training</b>	<p><b>Access for faculty members to academic training through platforms such as Coursera and other options</b></p> <ul style="list-style-type: none"> <li>1,011 faculty members were trained through the Coursera platform.</li> <li>55 faculty members participated in the Certificate in the Design of Instruments for Formative Evaluation and Learning Measurement Ese Colombia.</li> <li>210 faculty members also achieved the Diploma in Digital Competencies delivered by Dr. Kozanitis.</li> </ul> <p><b>Catalyst Award for the use of the Blackboard platform</b></p> <ul style="list-style-type: none"> <li>UNITEC once again stood out in the "Training and Professional Development" category of the 2021 and 2022 Blackboard Catalyst Awards for its use of Blackboard tools and programs to support and enhance the development of its students and faculty inside and outside the institution.</li> </ul>

SDG	Topic	Contribution and Indicators
	<b>Promotion of Equal Opportunities</b>	<p><b>Internal Strategic Contracting Policy</b></p> <ul style="list-style-type: none"> <li>The Strategic Recruitment Area of UNITEC-CEUTEC carries out the recruitment process under the policy of equal rights and opportunities, both for women and men who aspire to occupy a job position.</li> </ul>
	<b>Implementing of Programs Addressed to Empowering Women</b>	<p><b>"Cipot@s: Studying STEM"</b></p> <ul style="list-style-type: none"> <li>In collaboration with the Central American Bank of Economic Integration (CABEI), UNITEC launched a program for 40 high school seniors. The goal of this program was to provide a solid training centered on developing skills in STEM disciplines, with the purpose of encouraging their interest in pursuing university studies in this field and, at the same time, reducing gender disparities.</li> </ul> <p><b>"Abriendo Caminos: empoderamiento y autonomía económica de las mujeres"</b></p> <ul style="list-style-type: none"> <li>This training program was designed to empower young women in vulnerable situations, with the purpose of enriching their knowledge, attitudes and skills to facilitate their incorporation into the labor market and promote entrepreneurial spirit within their families. This initiative was carried out in collaboration with the support of the Embassy of France in Honduras.</li> </ul>
	<b>Professional Growth Opportunities for the Students</b>	<p><b>Use of the Symplicity platform to manage job vacancies and academic collaboration</b></p> <ul style="list-style-type: none"> <li>868 applicants for positions and internships.</li> <li>3,273 job publications.</li> <li>6,914 registered graduates.</li> <li>5,132 registered students.</li> <li>648 registered employers.</li> </ul>
	<b>Job Opportunities for Graduates</b>	<p><b>"UNIDOS" Program Agreements</b></p> <ul style="list-style-type: none"> <li>The "UNIDOS" Program aims to establish business cooperation partnerships to guarantee paid internship opportunities for students. By the end of 2022, 16 agreements were signed within the program.</li> </ul>
	<b>Infrastructure</b>	<p><b>New spaces and buildings</b></p> <ul style="list-style-type: none"> <li>The investment in infrastructure for 2021 and 2022 added to a total amount of L 81,628,100.05, which was destined for improvements and refurbishments in the Faculty of Engineering, Digital Animation, Screen Printing Workshop, Practices and Skills Laboratory, Child Care Workshop, Finance Laboratory, Augmented Reality and Artificial Intelligence Laboratories.</li> </ul>
	<b>Educational Opportunities at UNITEC</b>	<p><b>Nasser-UNITEC Foundation Scholarship Program</b></p> <ul style="list-style-type: none"> <li>The Nasser-UNITEC Foundation Scholarship Program awards young leaders aged 18 to 30 from across the country, providing them with scholarships to study any career at UNITEC or CEUTEC. Its objective is to support access to high-quality higher education, so that students can become agents of change in Honduras.</li> <li>In December 2021, the scholarships were awarded to the first generation of recipients, and in May 2022, the second generation was announced, benefiting 200 young people through the program.</li> </ul>

SDG	Topic	Contribution and Indicators
	<b>Labor and Minority Inclusion</b>	<p><b>"Conectando Mi Futuro" Program</b></p> <ul style="list-style-type: none"> <li>This program is a collaboration between UNITEC and Microsoft, designed with the goal of developing and strengthening technological skills of Hondurans, preparing them for new industry demands and improving employability levels.</li> </ul>
	<b>Sustainable Consumption</b>	<p><b>Buildings with solar panels</b></p> <ul style="list-style-type: none"> <li>We have a 110 kWp solar farm that has generated 458.89 GJ of energy, reducing CO2 emissions by 294.5 tons and generating economic savings of over 1.1 million lempiras. It also supplies electricity to key building on the UNITEC Tegucigalpa campus such as Gastronomy Building, the Dental Clinic, and Building 2.</li> </ul> <p><b>Donation of furniture</b></p> <ul style="list-style-type: none"> <li>Between 2021 and 2022, UNITEC and CEUTEC released 2,279 assets, 54% of which were donated to non-profit organization.</li> </ul>
	<b>Human Rights</b>	<p><b>Anti-Corruption Course</b></p> <ul style="list-style-type: none"> <li>As part of the initial training at UNITEC-CEUTEC, every collaborator receives a course on prevention of corruption.</li> </ul> <p><b>Free Legal Business Consulting Services</b></p> <ul style="list-style-type: none"> <li>UNITEC's Free Legal Office, inaugurated in 2010, offers free legal advice in areas such as family, labor, civil, and administrative law to people with limited economic resources, allowing law students to gain professional experience. The office has agreements with several public and private organizations, to enhance the legal assistance provided by attorneys.</li> </ul> <p><b>"Jóvenes Anticorrupción" Internship Program at the Consejo Nacional Anticorrupción (CNA) (National Anti-Corruption Council)</b></p> <ul style="list-style-type: none"> <li>Law students can participate in the CAN's "Jóvenes Anticorrupción" Internship Program, which provides training on the causes and effects of corruption and its prevention mechanisms.</li> </ul>
	<b>Institutional Projection</b>	<p><b>Formation Programs</b></p> <ul style="list-style-type: none"> <li>Diploma course "Gestión Integral para la Dirección de Proyectos" in alliance with <b>MANOFM</b></li> <li>Diploma course "Reimaginando la Educación" in alliance with the <b>Education Sector</b> of Juticalpa, Olancho</li> <li>Diploma course "Impulsa Tu Negocio" in alliance with <b>Fundación Terra</b></li> <li>Diploma course "Crecimiento Empresarial" in alliance with <b>Voces Vitales Honduras</b></li> <li>Program "Cipot@s: Studying STEM" in alliance with <b>CABEI</b></li> <li>Program "Abriendo Caminos: empoderamiento y autonomía económica de las mujeres" in alliance with the <b>Embassy of France in Honduras</b>.</li> </ul> <p><b>Agreements signed at institutional level</b></p> <ul style="list-style-type: none"> <li>In 2021, we signed 25 agreements with various organizations, and during 2022, this number increased significantly, reaching 87 agreements. These agreements were established to unite knowledge and efforts to work together and achieve the goals of the parties involved.</li> </ul>

# Materiality

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**SUSTAINABILITY  
REPORT  
2021 - 2022**

# Materiality

GRI 3-1, 3-2, 3-3

Analyzing materiality issues, those that reflect the most notable impacts of the organization in the economic, environmental, and social areas are considered. These impacts influence stakeholders' assessments and decisions.

An organization may identify numerous impacts on which it could provide information. However, by adopting the GRI Standards, the organization prioritizes reporting information on the topics that reflect its most relevant impacts.

Determining materiality issues involves constant identification and evaluation of the organization's impact, which includes the participation of stakeholders and, when necessary, the consultation of relevant experts.

Steps and criteria are established for building and analyzing materiality, allowing the identification and selection of stakeholders that directly or indirectly influence the organization. This includes all parties that could be affected by the organization's activities, products, and services, as well as those that could impact its ability to implement strategies and achieve objectives.

These stakeholders could include those who have invested in the organization or those who have other relationships with the organization, such as non-employee workers, suppliers, graduates, and others.

*Stakeholders are individuals or interested parties that are affected or could be affected by the organization's activities.*  
"GRI 2021 Standards"

# Methodology

For the construction of the materiality, we have used the Sustainable Development Goals Compass (SDG Compass). This methodology contains five stages:

1. Understanding the Sustainable Development Goals (SDGs)
2. Defining priorities
3. Setting goals
4. Integrating
5. Reporting and communicating



**SDG Compass**  
The guide for business action on the SDGs



Fuente: Adaptación de SDG COMPASS – The guide for business action on the SDGs

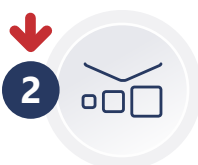
## 1 Understanding the Sustainable Development Goals (SDGs):



The Sustainable Development Goals (SDGs) are part of the 2030 United Nations Agenda for Sustainable Development, approved in 2015. This Agenda represents an action plan that seeks to promote the well-being of people, the protection of the planet, and economic prosperity. In total, it includes 17 SDGs and 169 goals to be achieved by 2030. UNITEC has committed its support to the 2030 Agenda and the SDGs in all its institutional activities.



## 2 Defining priorities:



We have identified the SDGs that UNITEC impacts in alignment with its institutional strategy.

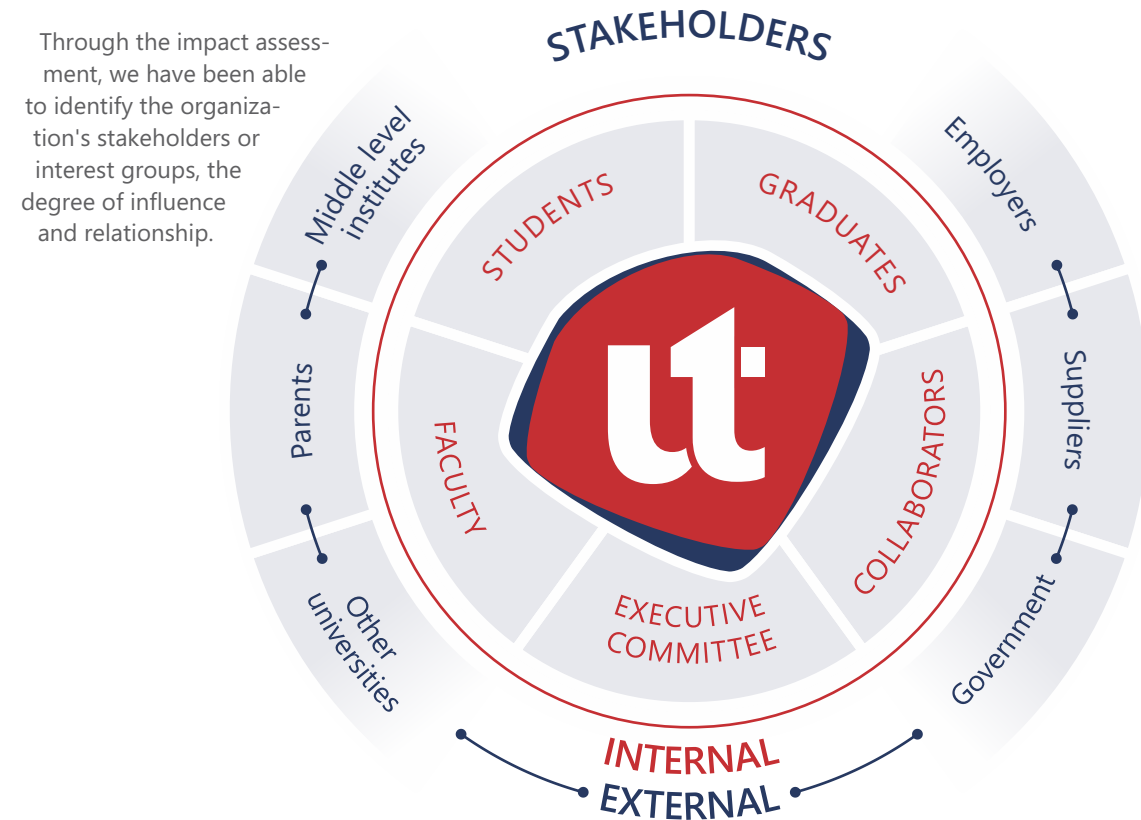


At UNITEC, we use a self-assessment tool for corporate social responsibility practices and policies known as IndicaRSE, which measures various areas following the ISO 26000 Standard. Below, we share the results obtained during the period 2017 to 2022.

**UNITEC**  
Corporate Social Responsibility Indicators, IndicaRSE following the ISO 26000 Standard  
ISO 26000 Core Subjects

Materia ISO 26000	2017	2018	2019	2020	2021	2022
1 Organizational Governance	91	97	100	100	100	<b>100</b>
2 Human Rights	91	98	99	99	99	<b>99</b>
3 Labor Practices	97	100	98	97	96	<b>97</b>
4 Environment	100	100	100	100	100	<b>100</b>
5 Fair Operating Practices	99	100	99	97	97	<b>97</b>
6 Consumer Issues	100	100	100	100	100	<b>100</b>
7 Community Involvement and Development	100	99	99	99	99	<b>99</b>
Average	97	99	99	99	99	<b>99</b>

Source: Red Integrarse, CSR Indicators



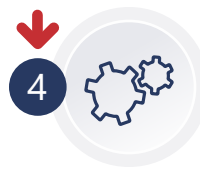
**3** Setting goals:

The process involved participatory consultations with five groups of stakeholders, including faculty, graduates, students and collaborators of UNITEC-CEUTEC, located in Tegucigalpa, San Pedro Sula and La Ceiba. In addition, UNITEC's Executive Committee was consulted.

The results of the consultation are presented in the attached table, which reflects our priority materiality topics:

Criteria	EX	S
<b>ECONOMIC DIMENSION</b>		
Job opportunities for graduates	1	95 84
Attrition	2	94 68
Academic offerings	3	91 85
Return on educational investment	4	90 82
Infrastructure	5	90 79
Tuition costs	6	89 77
Pay equity	7	87 81
Financial support for low-income students	8	85 84
Generation and strengthening of entrepreneurship	9	81 78
Competition among professionals in the same field	10	75 73
Reduction of monthly tuition costs	11	59 76
<b>SOCIAL DIMENSION</b>		
Faculty academic training	12	93 88
Personal safety	13	93 87
Internship experiences	14	92 83
Educational opportunities at UNITEC	15	91 80
Institutional projection	16	90 80
Emotional health	17	90 85
Due diligence	18	89 77
Enrollment process management	19	89 77
Human Rights	20	88 85
University life	21	88 76
Work-life balance	22	87 84
Gender, race and choice equity	23	87 79
Biosafety and occupational safety	24	85 76
Human rights policy	25	84 83
Labor and minority inclusion	26	82 78
<b>ENVIRONMENTAL DIMENSION</b>		
Energy efficiency	27	88 80
Sustainable consumption	28	86 76
Air pollution	29	79 78
Vehicle traffic	30	79 76
Reforestation campaign	31	79 76
Waste management	32	78 79
Biodiversity and protected areas	33	75 77
<b>OTHER TOPICS</b>		
Connectivity	34	93 83
Telework	35	75 78

EX = Executive Committee, S = Stakeholders



**Integrating:**

The results of the consultation are displayed on the materiality map, which visualizes the location of material topics. Based on these results, an analysis of the evolution of the materiality topics was carried out. When comparing these with the previous report, 'job opportunities for graduates' and 'faculty academic training' have remained the same. However, new strategic topics have emerged, such as 'energy efficiency' in the Environmental Dimension. Other emerging topics have also been identified and will be comprehensively monitored in our organizational strategy.



Evolution of material topics (by theme and dimension)

Type of theme	Economic Dimension	Social Dimension	Environmental Dimension
<b>Material Issues</b>	Job opportunities for graduates	Faculty academic training	Energy efficiency
<b>Strategic Issues</b>	Return on educational investment Academic offerings Infrastructure Tuition costs Attrition Generation and strengthening of entrepreneurship Competition among professionals in the same field Equality in salaries Reduction of monthly tuition costs Financial support for low-income students	Human rights policy Due diligence Enrollment process management Work-life balance Institutional projection Educational opportunities at UNITEC University life Biosecurity and occupational safety Emotional health <b>Personal safety</b> Labor and Minority Inclusion Gender, race and choice equity More internships for students	Atmospheric pollution Vehicular traffic Waste management Biodiversity and protected areas (including green areas) Sustainable consumption Reforestation campaign
<b>Emerging Issues</b>		Telework Connectivity	

Rising topics

Declining topics

New topics

**Materiality**

Material topics

SDG 2030

**Economic Dimension**

8 DECENT WORK AND ECONOMIC GROWTH

**Job opportunities for graduates**



**Expectations:**  
Job opportunities upon completion of academic training

**GRI indicators:**  
203-2 Significant indirect economic impacts

**Type of GRI indicator:**  
Internal

**Social Dimension**

4 QUALITY EDUCATION

**Faculty academic training**



**Expectations:**  
To strengthen the quality of education

**GRI indicators:**  
404-1 Average hours of training per year per employee,  
404-2 Programs for upgrading employee skills and transition assistance programs

**Type of GRI indicator:**  
Internal

**Environmental Dimension**

13 CLIMATE ACTION

**Energy efficiency**



**Expectations:**  
Promoting energy efficiency

**GRI indicators:**  
302-1 Energy consumption within the organization,  
302-4 Reduction of energy consumption

**Type of GRI indicator:**  
Internal



5 Reporting and communicating:

When evaluating the management of the material topics and progress shown in this Report, the actions can be summarized as follows:

Commitment	Action taken
<b>Economic Dimension</b>	
Educational areas infrastructure improvements and maintenance.	The total investment during 2021 and 2022 reached 717 million lempiras. L 81,268,100.05 were specifically directed to improve key areas such as the Faculty of Engineering Building, Digital Animation, Screen Printing Workshop, Practices and Skills Laboratory, Child Care Workshop, Finance Laboratory, Augmented Reality and Artificial Intelligence Laboratories.
Job opportunities for graduates.	Strengthening the employability platform plays a fundamental role in creating new opportunities for UNITEC-CEUTEC graduates. In 2022, 678 companies were registered on the platform. A virtual job fair was held in 2021, along with three in-person job fairs in Tegucigalpa, San Pedro Sula, and La Ceiba. In 2022, the Employability Committee was established to manage and sign new agreements at both national and international levels.

**Social Dimension**

Strengthen educational quality through faculty academic training.	During 2021 and 2022, training in the use of the new CANVAS educational platform was provided to 1,446 faculty members. Additionally, 426 faculty members were trained on the educational model, and 1,011 completed at least one training in the COURSERA educational platform.
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**Environmental Dimension**

Promote energy efficiency and sustainable energy consumption on all our campuses.	<p>In 2021, electricity consumption was 2,183,640 kWh because operations were not running at full capacity due to teleworking and teleteaching. However, in 2022, consumption rose to 4,820,663 kWh.</p> <p>The total electricity production from our solar farms in 2021 was 136,058 kW year, and in 2022, 136,544 kWh per year.</p> <p>A diagnosis of energy efficiency at the UNITEC Tegucigalpa campus was carried out at a cost of L 369,579.24. This will be used to prepare the action plan for the coming years.</p>
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The following commitments have been established for the next management:

Dimension	Commitments
<b>Economic</b>	Facilitate the transition of our UNITEC-CEUTEC graduates into the labor market, providing them with employment opportunities in national and international organizations through our employability platform, job fairs, and the signing of agreements for this purpose.
<b>Social</b>	Strengthen the quality of education through academic training and developing the competencies of faculty members through a training program.
<b>Environmental</b>	Reduce CO <sub>2</sub> emissions by reducing energy consumption and developing an energy efficiency plan.

# Economic Dimension



- 42 Direct Economic Value Generated and Distributed
- 42 Investments in Infrastructure and Supported Services
- 43 Pension Fund
- 43 Scholarship Program
- 43 Community Engagement and Corporate Volunteering Programs
- 44 Suppliers
- 44 Anti-corruption Policies
- 44 Tax Reporting
- 44 ROI

# Economic Dimension

GRI 201-1, 201-2, 201-3, 202-1, 202-2, 203-1, 203-2, 204-1, 205-2, 205-3

## Direct economic value generated and distributed

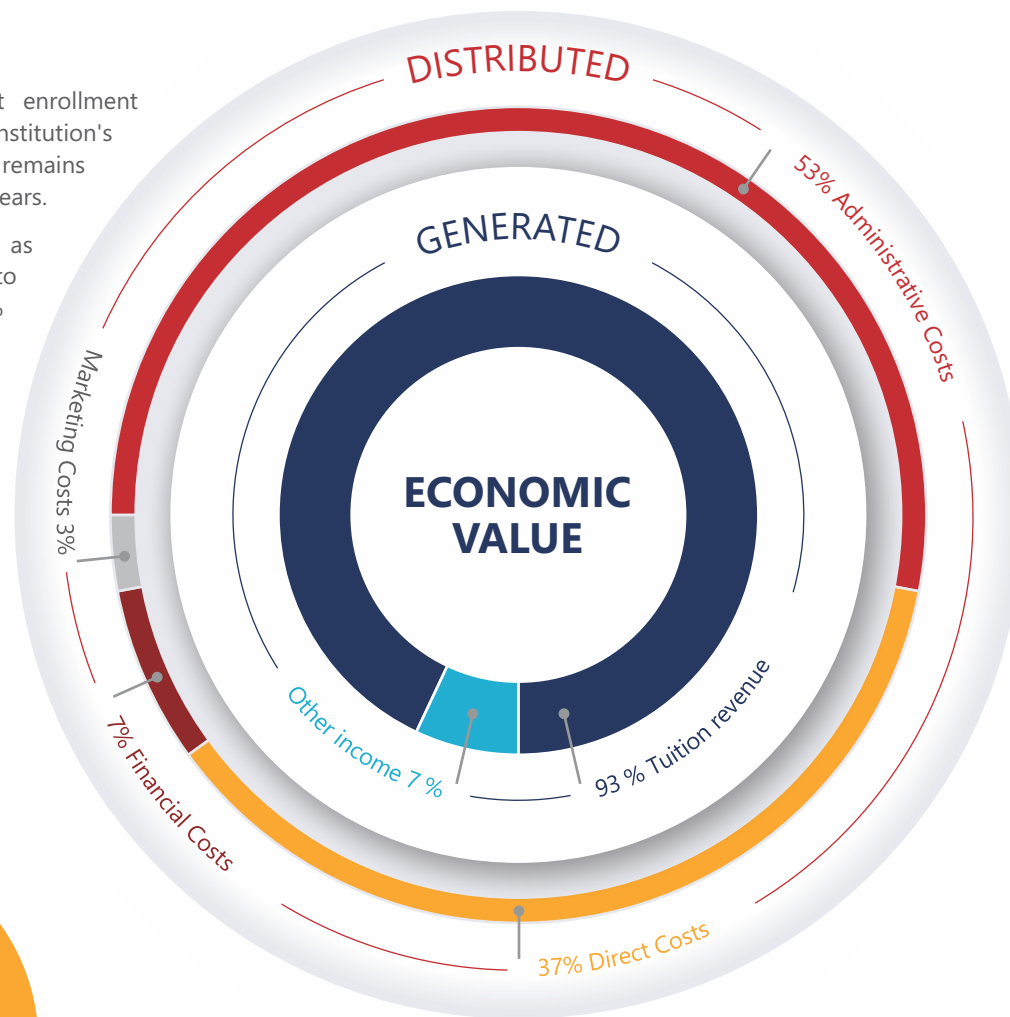
93% of our value generated comes from student tuition.

75.5 million lempiras granted for students' scholarships.

The ROI for a student graduating from UNITEC-CEUTEC and entering the labor market is 76%.

Between 2021-2022, student enrollment accounted 93% of the institution's income. This percentage remains stable compared to previous years.

The 90% distribution is as follows: 53% is allocated to administrative costs, and 37% to direct costs.



**717 Million lempiras**

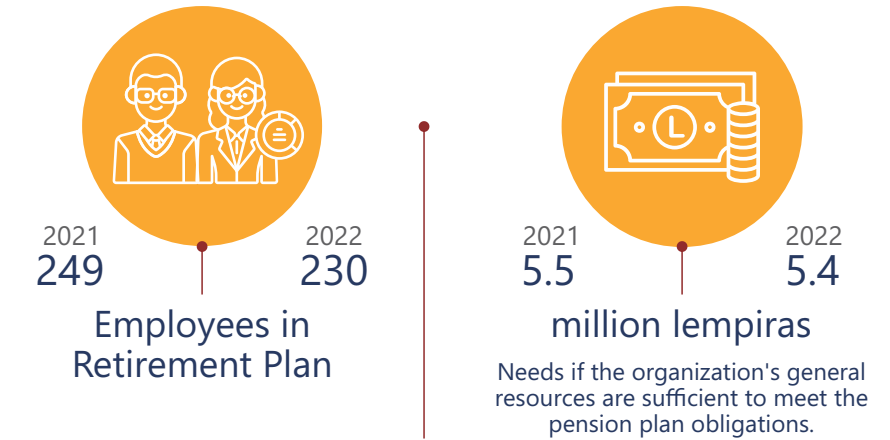
### Investments in infrastructure and supported services

The total investment in infrastructure projects for 2021 and 2022 reaches 717 million lempiras. Of this amount, 90% was assigned for the acquisition of the UNITEC San Pedro Sula Building, 2% for the purchase of land at CEUTEC Sede Norte, and another 2% for the Faculty of Engineering Building.

## Pension fund

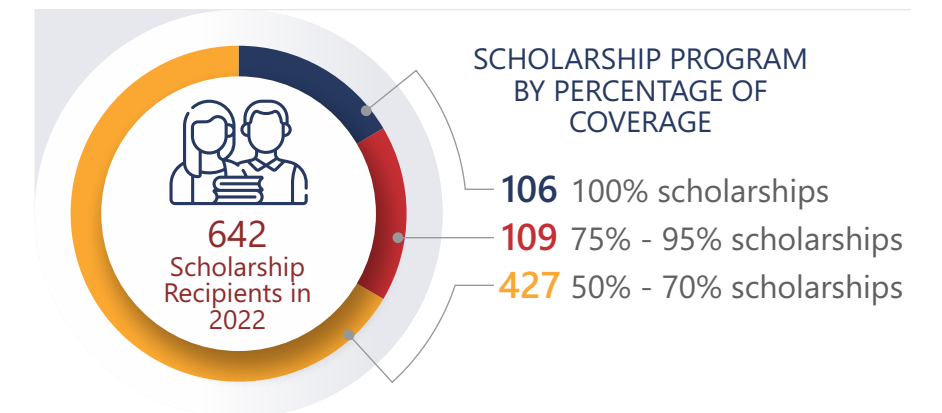
UNITEC offers collaborators the option of participating in a pension fund in two banks. Through this program, collaborators have the possibility of contributing 5% of their salary, with the option of increasing this contribution according to their preferences. The institution, for its part, makes contributions of 5.5% during the first two years of the collaborator's seniority, and after this period, the contribution increases to 6%. It should be noted that the contribution established during these first two years remains unchanged.

### Pension fund at the end of 2021-2022



## Scholarship program

At the end of 2022, there were a total of 642 active scholarships, of which 18% were fully awarded, covering full tuition.



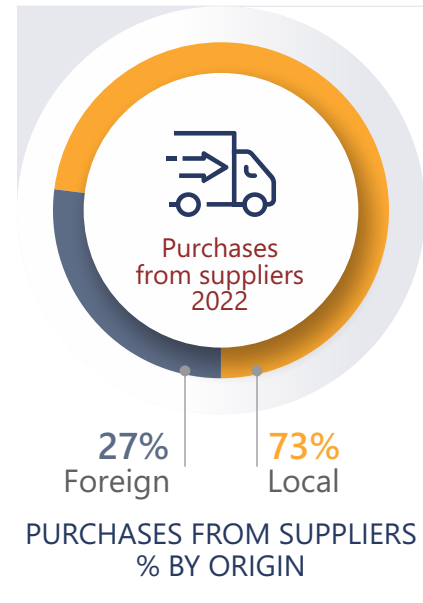
## Community engagement and corporate volunteering programs

During the last two years, the economic contribution of the community engagement and corporate volunteering programs increased compared to the previous year, calculated based on internal criteria.

Economic impact of community engagement and corporate volunteering programs		
Reason	Economic Impact	Working Hours
Community engagement	L 53,767,599.00	271,249
Corporate volunteering	L 1,874,117.00	9,605
<b>TOTAL</b>	<b>L 55,641,716.00</b>	<b>280,854</b>

## Suppliers

We are committed to supporting Honduran suppliers, with 73% of our purchases coming from local suppliers.



## Tax reporting

GRI 206-1

### Fiscal optimization and transparency: a strategy in Honduras

UNITEC is committed to complying with tax obligations, both monthly and annually. Detailed quarterly reviews of the Special Contribution Tax calculation for educational institutions are conducted, facilitating proactive tax planning and an accurate risk assessment.

### Tax strategy and financial transparency

The core of our tax strategy and financial transparency lies on the planning supported by the quarterly analysis. All expenditures undergo rigorous scrutiny properly supported by evidence. The differentiation of

## Anti-corruption policies

GRI 205-1, 205-2, 205-3

The Executive Committee and all collaborators were fully informed and trained on the organization's anti-corruption policies and procedures during 2021 and 2022. All collaborators must complete online training on anti-corruption policies and procedures.

During this period, one single incident of lack of values was recorded, resulting in the immediate separation of the person involved from the institution.

Additionally, all contracts with business partners contain specific ethics and anti-corruption clauses, strengthening the ethical standards of our business relationships.



**100%**  
Employees  
trained in  
anti-corruption  
procedures and  
policies

expenses in quarterly calculations optimizes cash flow, thus evidencing the institution's financial foresight and robustness.

Fiscal governance is an essential pillar, anticipating future fiscal audits. Enhancing this governance has been a priority to focus on fiscal data and strengthening internal and external control measures to foresee any contingency.

### Transparent collaboration with tax authorities

UNITEC adopts a participatory approach by diligently and transparently responding to the state regulatory entity requests. In addition, we use legal means to provide information supported by technical analysis from tax specialists.

### Exemptions and reinvestment in the mission

We seek the pertinent legal exemptions to reinvest surpluses in activities that reflect an ongoing commitment to our mission and the benefit of society.

## ROI

The return on investment for a student who graduates from UNITEC-CEUTEC and enters the labor market is 76%. This calculation is derived by dividing the average salary of a graduate, three years after graduation, by the average cost of the program.

# Social Dimensión



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- 52 Performance Evaluation and Professional Development
- 53 Social Commitment

# Social Dimension

GRI 2-8

- UNITEC is committed to comply with labor laws, guaranteeing job stability and providing benefits that include health, safety, development and respect for labor rights, reflecting our philosophy of valuing and caring for our staff.
- Significant policies have been formulated, such as the Human Rights Policy, and UNITEC is proud to confirm its positive influence on our management structure, emphasizing that numerous leadership positions are held by women.
- Continuous professional training is highly valued and promoted at UNITEC.
- Corporate Social Responsibility is integrated into our organizational commitment through corporate volunteering in collaboration with strategic allies, demonstrating our ongoing commitment to the community and desire to generate a positive impact.

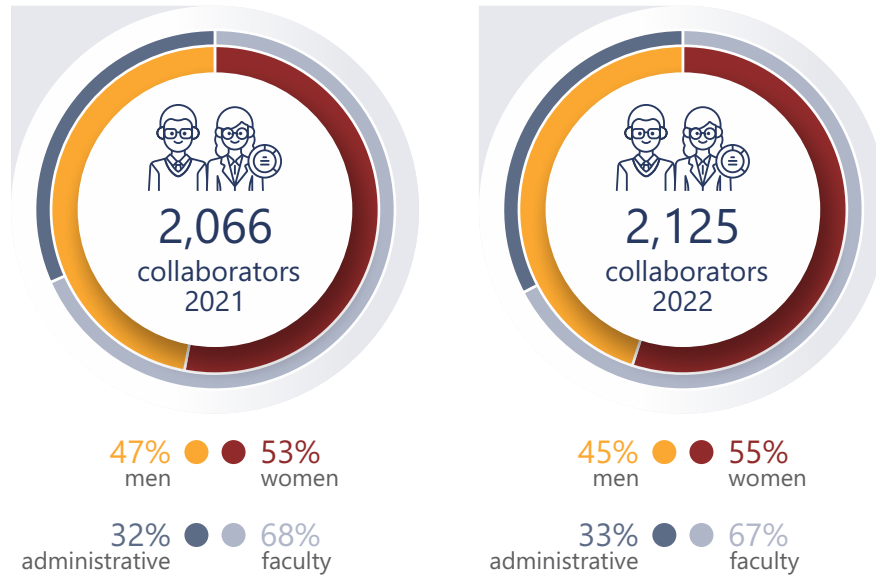
# Collaborators

GRI 403-4

UNITEC is composed of two fundamental groups: administrative and faculty. The administrative staff is dedicated to the management of tasks in different departments, working under the close supervision of the Human Resources Management. On the other hand, the faculty focuses on teaching our students, and their work is supervised by the Educational Innovation and Professional Development Office.

In 2022, our human talent summed up a total of 2,125 employees, 55% of whom are women. This talent was divided into two main categories: 67% faculty roles and the remaining 33% corresponds to the administrative area.

## Collaborators by gender and functions



# Diversity and equal opportunities

The Strategic Recruitment Area is governed by a policy of equal rights and opportunities for all candidates, regardless of gender, ethnic origin, age, marital status, culture, social condition, disability, sexual preference, or religion. In no case will applicants be disqualified for any of these reasons.



## Permanent collaborators by age range



## Breakdown of workforce by professional category and age range

Category	2021				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executive Committee	0%	27%	73%	11	0%	33%	67%	12
Deans and Directors	0%	78%	22%	41	0%	78%	22%	41
Heads of areas	3%	82%	15%	115	8%	80%	12%	129
Coordinators	19%	71%	10%	154	23%	68%	9%	151
Assistants and Officers	26%	67%	7%	331	34%	61%	5%	360
Faculty	10%	76%	14%	29	13%	75%	11%	61
Total	18%	71%	11%	681	23%	67%	10%	754

## Breakdown of workforce by professional category and gender

Category	2021			2022		
	F	M	Total	F	M	Total
Executive Committee	36%	64%	11	33%	67%	12
Deans and Directors	76%	24%	41	78%	22%	41
Heads of areas	62%	38%	115	64%	36%	129
Coordinators	62%	38%	154	63%	37%	151
Assistants and Officers	64%	36%	331	65%	35%	360
Faculty	41%	59%	29	61%	39%	61
Total	62%	38%	681	64%	36%	754

F = female M = male

## Talent attraction and retention

GRI 401-1

UNITEC is firmly committed to respecting labor laws and the established benefits. These benefits include competitive salaries, vacation time, social security coverage, access to private health insurance, pension funds, bonus payments and professional training opportunities.

Campus	Year	Annual Rotation
UNITEC TGU	2021	1.52%
	2022	1.33%
CEUTEC TGU	2021	1.83%
	2022	1.67%
UNITEC SPS	2021	1.83%
	2022	2.44%
CEUTEC SPS	2021	2.97%
	2022	1.46%
CEUTEC LCE	2021	2.24%
	2022	2.19%



Low annual turnover rate

## Benefit plan

GRI 403-6

Our commitment to the benefits and compensation plan of our collaborators is of utmost importance to our organization. Within these benefits, we highlight our retirement and pension plan, which is owned by the employees themselves and provides them with the opportunity to make additional voluntary contributions to their pension funds.

Under this plan, our collaborators contribute 5% of their salaries, and our institution makes an initial contribution of 5.5% during the first two years of seniority, subsequently increasing it to 6%. At the end of 2021, 249 people were enrolled in this plan, and the estimated value of the investment made by our institution reached 5.5 million lempiras. By 2022, 230 were enrolled in the plan, and during this period, the estimated investment was 5.4 million lempiras.

Pension fund at year-end 2021-2022	2021	2022
Benefited collaborators	249	230
UNITEC investment (million lempiras)	5.5	5.4

### UNITEC Benefits

- Medical Insurance
- Hospital Insurance
- Life Insurance
- Pension Fund
- Education discount according to policy
- Performance Bonus
- Uniforms
- Corporate Plan
- Corporate loan agreements
- 23 vacation days
- Transportation

### Benefits by Law

- Private Contribution System
- Social Security
- Thirteenth month
- Fourteenth month
- Educational bonus

## Policy "Somos UNITEC, Somos Familia"

This policy seeks to help our employees achieve a balance between work and family life, promoting job satisfaction and commitment to family life. It establishes the following benefits:

- Paternity leave
- Marriage leave
- Special maternity leave (postnatal leave)
- Special leave due to critical illness of immediate family member (children, spouses or parents)
- Special leave for death of immediate family member (children, spouses or parents)
- Leave for death of siblings and grandparents
- One-day leave on birthday
- One-day leave on work anniversary (from five years onwards)
- Early departure permission



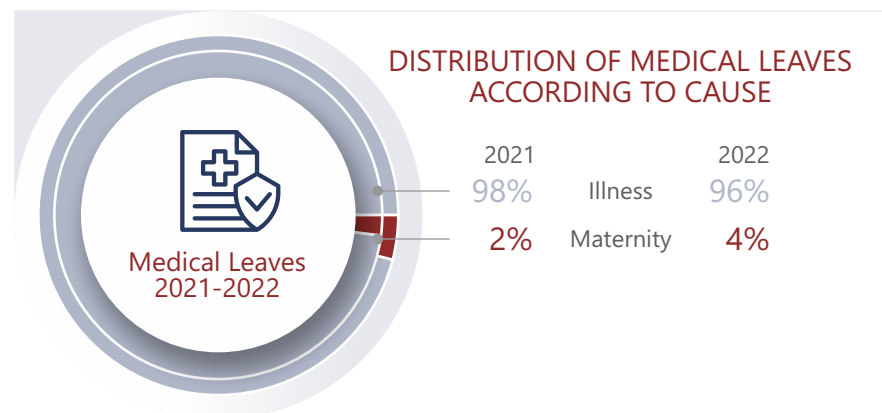
Year	Licenses granted
2021	113
2022	110



## Medical leaves

GRI 403-5, 403-6, 403-7, 403-9, 403-10

During 2021 and 2022, a total of 133 and 130 cases of medical leaves were registered, respectively. Most of these leaves were due to common illnesses, representing 98% in 2021 and 96% in 2022, while the remaining were related to maternity leaves.



## Parental leave

As part of our policies, during 2021 and 2022, a total of 12 parental leaves were granted, which consisted of special periods for the care of newborns.

	Men	Women	Total	Return to work rate	Retention rate
2021	5	3	8	100%	75%
2022	1	3	4	100%	50%



## Training

GRI 404-1, 404-2

UNITEC considers continuous training of administrative staff and faculty members to be of vital importance, to update their knowledge and acquire new skills to strengthen their capacity to respond to the changing environment. It is for this reason that the Human Resources Management and the Educational Innovation and Professional Development Office work hand in hand, joining their efforts to promote this initiative.



## Training of total number of faculty members

Training hours of total number of faculty members		
	2021	2022
Training hours	26,183	40,851

## Training of administrative collaborators

	2021		2022	
	Hours	Number of People	Hours	Number of People
Central zone	5,378	411	9,549	567
North zone	2,571	184	4,010	245
<b>Total</b>	<b>7,949</b>	<b>595</b>	<b>13,558</b>	<b>812</b>

## Collaborators trained by category

	2021	2022
Executive Committee	81%	100%
Deans, Directors and Deputy Directors	93%	100%
Heads of areas	85%	100%
Coordinators	78%	98%
Faculty	83%	80%
Assistants and Officers	92%	100%

### Training program: annual development plan 2021 and 2022

The training program provided to administrative staff and faculty members is divided into five thematic areas:



## Performance evaluation and professional development

GRI 405-1, 416-1

### Evaluation of administrative staff

95% of our collaborators went through a performance evaluation and professional development. The remaining 5% corresponds to those collaborators who join the institution in November and December and, therefore, were not evaluated.

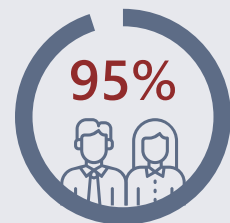
### Faculty evaluation

To strengthen the competencies of our faculty members and ensure that they are oriented towards technology, innovation, research and entrepreneurship, an integral evaluation process known as **360 Evaluation** is carried out. This process assesses four categories: academic performance, administrative performance, online student surveys, and self-evaluation. These evaluations are applied to all faculty members with active subjects on their platform.

Faculty members with 360 Evaluation	2022			
	Q1	Q2	Q3	Q4
Faculty members evaluated	1,227	1,218	1,175	1,228



Performance evaluation and professional development



Collaborators evaluated

## Social commitment

At UNITEC, strengthening our social commitment is a priority. To achieve this, we have a Corporate Social Responsibility Department that has developed a strategy implemented at the institutional level, involving students, administrative staff and faculty members.

To carry out this mission, we operate through the Community Engagement Program and the **Corporate Volunteering Program**. The Corporate Volunteering Program aims to strengthen our relationships with society and the commitment of our collaborators through volunteer actions and impact projects. Each of our collaborators commits to dedicate a minimum of 10 hours per year participating in activities related to education, environment, culture, and more. Our goal is to be agents of change and promote development in the local communities we serve.

### Corporate Volunteering 2022 Results



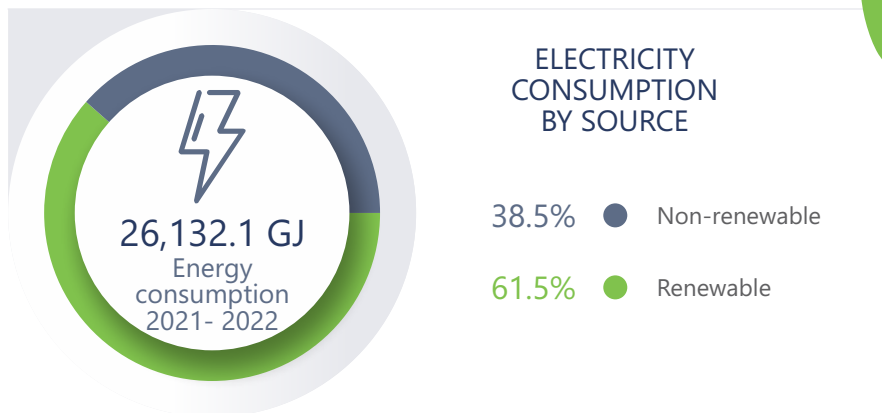
## Environmental Dimension

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# Energy

GRI 302-1, 302-4

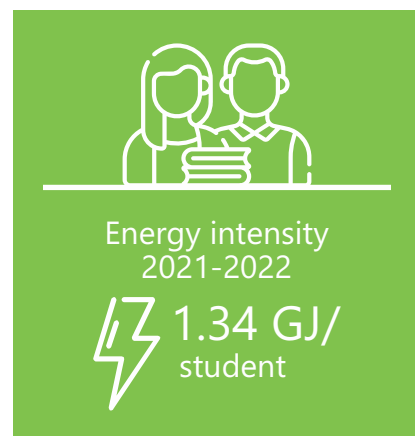
Between 2021 and 2022, electricity consumption was 26,132.1 GJ. Liquefied petroleum gas is used in both laboratories and cafeterias.



## Energy intensity

GRI 302-4

Energy intensity for UNITEC is calculated as the ratio between the GJ consumed for the period and the number of students enrolled. Based on this, UNITEC's energy intensity is 1.34 GJ/student. The ratio includes all the energy consumed by the operation of the institution.



Electricity consumption by source			
	kW/Year	GJ	Percentage
Renewable Energy	4,464,389.1	16,071.8	61.5%
Non-renewable Energy	2,794,525.2	10,060.3	38.5%
<b>Total Consumption</b>	<b>7,258,914.3</b>	<b>26,132.1</b>	<b>100.0%</b>

1 kilowatt hour = 0.0036 Giga Joules (GJ) Electricity consumption in GJ

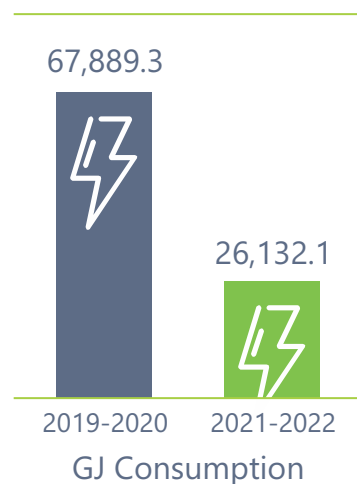
Fuel consumption by type		
	Liters	GJ
Vehicle fleet (gasoline)	49,584.32	1,785.36
Vehicle fleet (diesel)	123,666.49	5,074.12
	Gallons	GJ
Liquefied gas	6,748.76	679.99

Factor: 1.0e+09 / 1.4652e+08 = 6.82500683

## Energy consumption reduction

GRI 302-4

In 2019 and 2020, energy consumption reached 67,889.26 GJ. However, during 2021 and 2022, said consumption decreased significantly to 26,132.09 GJ. This 38.49% reduction is attributed to the temporary closure of the campus due to COVID-19 pandemic, which led to virtual teaching.



## Solar farms

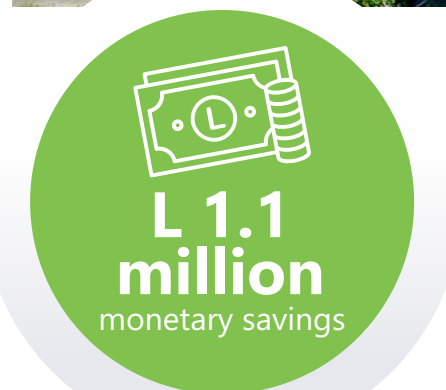
Installed in the Gastronomy Building, the Dental Clinic, and Building 2 of UNITEC Tegucigalpa campus.



Installed capacity  
**114.42 kWp**

Photovoltaic power generation  
**458.89 MWh**

Reduction  
**294.5 Ton CO<sub>2</sub>**



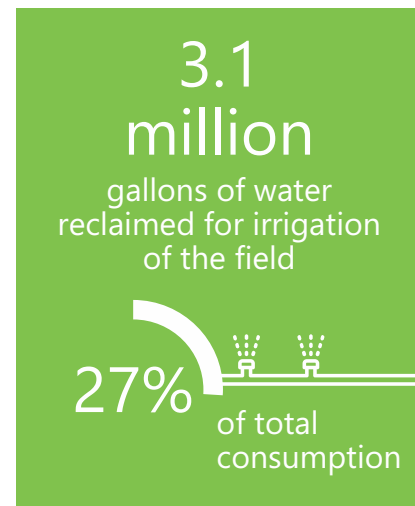
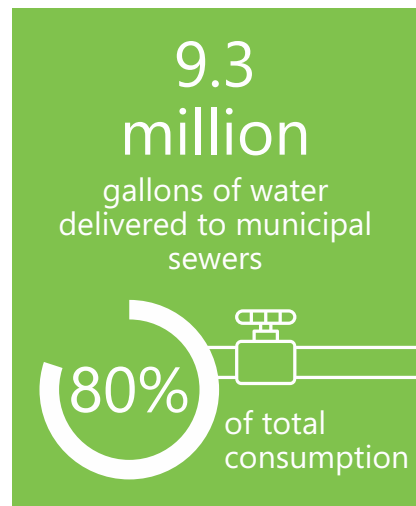
# Water

GRI 303-1, 303-2, 303-3, 303-4, 303-5

## Discharges

It is estimated that our water discharges correspond to 80% of the institution's total consumption, which corresponds to 9,278,267.50 gallons per year, delivered to the municipal sewer. The discharges comply with the Honduran technical standard.

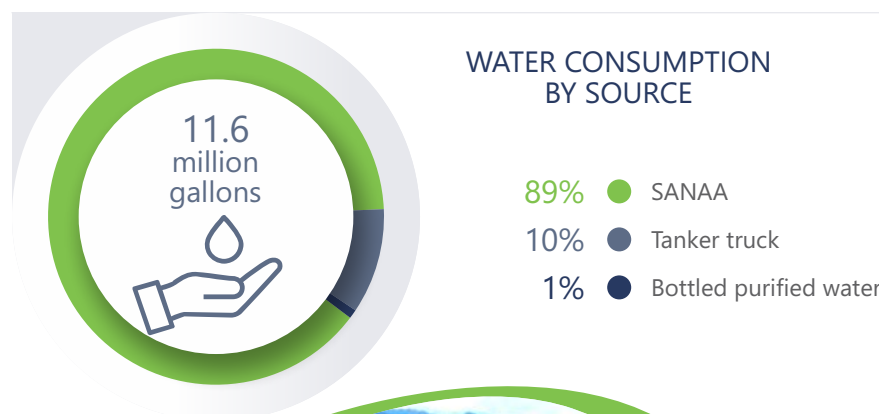
The recovery of water for irrigation of the football field, estimates an annual savings of at least 3.10 million gallons, representing 26.73% of the water consumed.



## Water consumption

GRI 303-2

Water consumption in our facilities is sourced from the public network. During 2021-2022, at UNITEC and CEUTEC, 10,321,121.90 gallons of water supplied by SANAA, 1,175,989.74 gallons provided via tanker truck and 100,722.74 gallons of purified water were consumed, making a total of 11,597,834.38 gallons of water consumed on all campuses.



# Emissions

GRI 305-1, 305-2, 305-3

## Direct GHG emissions (Scope 1)

GRI 305-1

The total direct greenhouse gas emissions emitted by our institution are equivalent to 768,854.0759 Ton CO<sub>2</sub>eq.

Factors\*:

1 liter of diesel = 0.6092 Kg CO<sub>2</sub>eq

1 liter of gasoline = 0.6092 Kg CO<sub>2</sub>eq

1 m<sup>3</sup> of water = 14.4 Kg CO<sub>2</sub>eq

1 liter of super = 0.6092 Kg CO<sub>2</sub>eq

1 kg Propane Gas = 0.633 Kg CO<sub>2</sub>eq

1 kg R-410a = 2.088 Kg CO<sub>2</sub>eq

\*Source: IPCC

## Indirect GHG emissions from energy (Scope 2)

GRI 305-2

Indirect greenhouse gas emissions from energy generation in our institution are equivalent to 582.232 Ton CO<sub>2</sub>eq.

Factor:

1 kWh = 0.633 Kg CO<sub>2</sub>eq

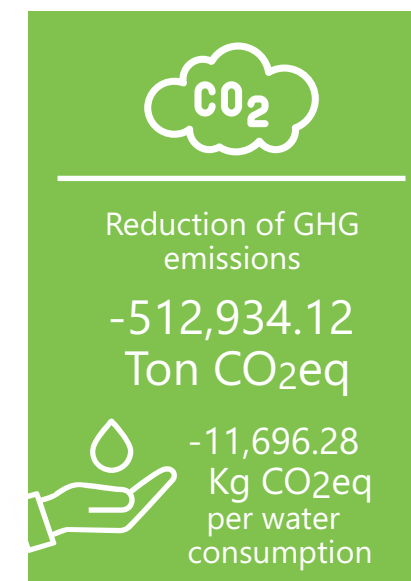
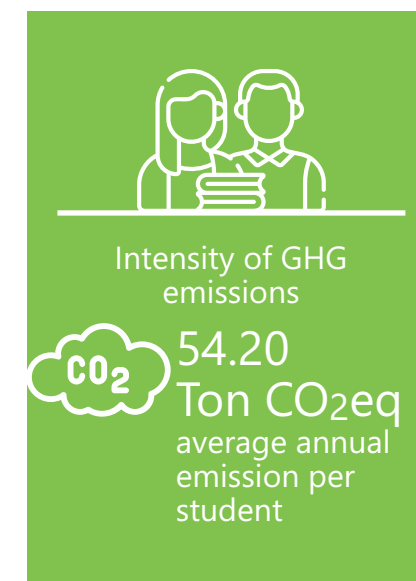
## Indirect GHG emissions (Scope 3)

GRI 305-3

Other indirect greenhouse gas emissions of our institution corresponding to water consumption are equivalent to 6,322.02 Kg CO<sub>2</sub>eq.

Factor:

1 m<sup>3</sup> of water = 14.40 Kg CO<sub>2</sub>eq



## Emissions of ozone-depleting substances (ODS)

There are 59 air conditioning units that use Freon 22 (R22), which is a hydro-chlorofluorocarbon (HCFC) that emits 14.5475 Ton of CFC-11 into the environment. In the 2019-2020, there were 79 units.

1 ton R22 = 0.055 Ton CFC-11

# Materials

GRI 301-1, 301-2, 301-3

Supplies such as paper, straws, and disposables used come from recycled materials or are composed of biodegradable materials.

Materials purchased in disposables are biodegradable within five years.

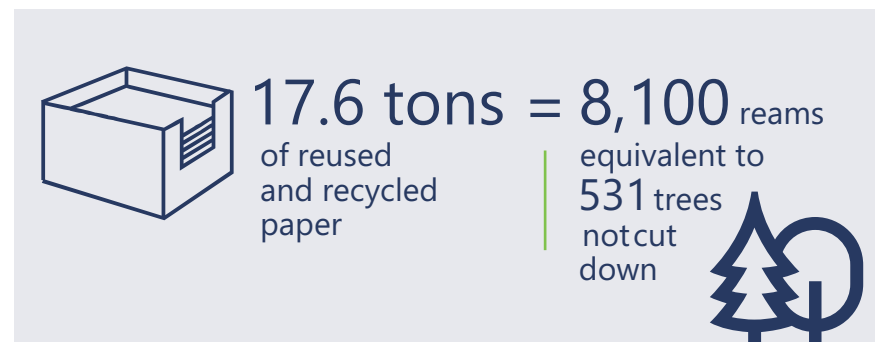
The resin used in these products is modified with additives activated with oxygen, light, and heat, and through the action of bacteria it is transformed into H2O, CO2, and biomass.

The percentage of recycled materials used is estimated at 30%.



## Paper

17.6 tons of bond paper are reused and recycled annually, which is the equivalent to 8,100 reams of paper, adding up a total of 531 trees that will not be cut down.

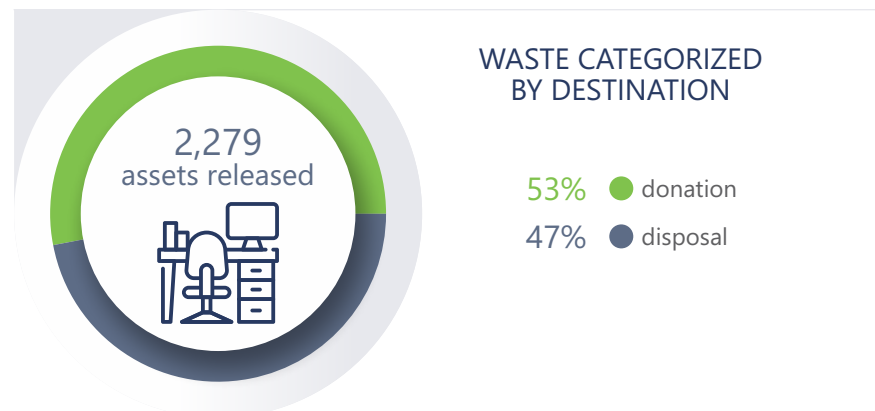


# Waste

GRI 301-2

The Dental Clinic at UNITEC Tegucigalpa campus generated around 1.2 tons of biohazardous waste during the 2021-2022 period. This hazardous waste was disposed in red bags and contained: gauze, cotton, gloves, empty glass anesthesia cartridges, red boxes full of syringes, and any material used and smeared with blood and saliva. CODELEX, a cleaning and disinfection company, has been contracted for the proper final disposal of the clinic's waste.

Between 2021-2022, 2,279 assets were released at UNITEC and CEUTEC, 53% of which were donated to non-profit institutions and the remaining 47% were destined for disposal.



# Biodiversity

UNITEC has undertaken various projects aimed at restoring degraded ecosystems, including:

- Reforestation of the pine forest affected by the pine beetle plague in the buffer zone of La Tigra National Park and El Picacho National Park.
- Reforestation of the pine forest in the Tatumbla, Francisco Morazán.
- Reforestation of the deciduous forest in Cerro Juana Láinez, Tegucigalpa, Francisco Morazán.
- Reforestation of the broadleaf forest of the Sierra, El Merendón, San Pedro Sula, Cortés.
- Community beach cleaning in the municipality of Omoa, Cortés.



# Mandatory compliance

We have an Environmental Policy that promotes the sustainable use of resources. Additionally, each building has an Environmental License.





# Annexes

64 Verification Letter

66 GRI Indicators Table

# Informe de verificación externa

## A las partes interesadas de la Universidad Tecnológica Centroamericana UNITEC

### Introducción

Para la comprobación de Tercera parte (Third party checked) del cumplimiento de una Memoria de Sostenibilidad GRI Standards Universal se ha procedido de la siguiente manera:

- Se ha leído detenidamente la **Memoria de Sostenibilidad 2021-2022 de UNITEC** con base en la metodología de evaluación del GRI Standards Universal.
- Se ha revisado con las personas encargadas de la Memoria, todos los ítems que corresponden a la Guía del GRI Standards Universal.

### Alcance de la verificación

La función principal del verificador fue proporcionar una declaración de veracidad sobre la información vertida en la memoria de sostenibilidad de conformidad con:

- Guía GRI Standards Universal
- ISO 26000: 2010
- IndicaRSE
- Pacto Global
- Objetivos de Desarrollo Sostenible

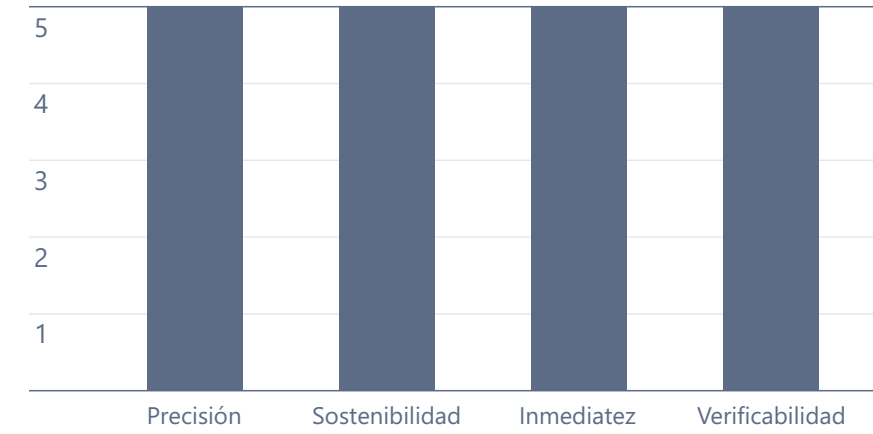
### Metodología empleada

Con tal sentido se definió una metodología siguiendo el proceso de GRI-Standards y que incluyó la revisión del contenido de la presente memoria, los datos de contenidos básicos y específicos como los documentos sectoriales asociados. La información verificada descansa en las operaciones de UNITEC y los datos proporcionados por la organización declarante.

### Conclusiones

Basado en el trabajo de verificación se ha concluido que la **Memoria de Sostenibilidad 2021-2022 de UNITEC** se ha realizado cumpliendo el criterio "in accordance" con la guía para la elaboración de las memorias de sostenibilidad de GRI Standards Universal y las normas de calidad arriba expuestas. El siguiente gráfico refleja el nivel de aplicación de los principios establecidos por los criterios internacionales utilizados. En el mismo se observa la aplicación de los principios que permiten considerar la Memoria de Sostenibilidad 2021-2022 de UNITEC de conformidad con el criterio de Acorde con el GRI Standards Universal.

Nivel de Aplicación de los Principios  
GRI Standards Universal



### Aspectos destacados

- Se destaca la presencia de la integración de UNITEC a los Objetivos de Desarrollo Sostenible, su alineamiento con la Norma ISO 26000, los principios del Pacto Global y los Objetivos de Desarrollo Sostenible. Cumpliendo así con los principios de sostenibilidad y verificabilidad.
- Se mantiene el análisis de la materialidad y el respeto a los principios del GRI Standards Universal, sobre todo, el de precisión y verificabilidad.

### Áreas de mejora

- Renovar las acciones para la integración de la temática de los derechos humanos sobre todo en el personal de seguridad.
- Integrar el impacto de la planificación a las necesidades de las partes interesadas sobre todo en la búsqueda de oportunidades laborales de los egresados de UNITEC.

San Pedro Sula, 20 de noviembre del 2023

Roberto Leiva

Director Ejecutivo FUNDAHRSE



## ÍNDICE DE CONTENIDOS ACORDES CON GRI STANDARDS UNIVERSAL

Declaración de uso	UNITEC ha elaborado la Memoria conforme a los estándares GRI para el período comprendido entre el primero de enero del 2021 al 31 de diciembre del 2022
GRI Standards Universal 2021	GRI Fundamentos GRI Contenidos Generales GRI Temas Materiales
Estándares temáticos	GRI 201 Desempeño económico GRI 205 Anticorrupción GRI 301 Materiales GRI 303 Agua y efluentes GRI 305 Emisiones GRI 306 Residuos GRI 403, GRI 404, GRI 413

## UNIVERSIDAD TECNOLÓGICA CENTROAMERICANA

Tabla de indicadores de desempeño de Reporte de Sostenibilidad  
presentado acorde con GRI Standards Universal, ODS 2030, Pacto Global

GRI 2		Contenidos Generales					
Sección	Descripción GRI	Contenido GRI	Página	Tema Material	Omisión	Pacto Global	ODS y Metas
Perfil de la organización y prácticas de reporte	Detalles de la organización	2-1	6, 7, 9				
	Entidades incluidas en el reporte de sostenibilidad	2-2	6, 7				
	Periodo objeto de reporte, frecuencia y punto de contacto	2-3	Resumen				
	Reexpresión de información	2-4	GRI Standards Universal				
	Verificación externa	2-5	Resumen				
Actividades y colaboradores	Actividades, cadena de valor y otras relaciones vinculadas al negocio	2-6	2, 8				
	Empleados internos	2-7	8				
	Trabajadores que no son empleados	2-8	46				

GRI 2		Contenidos Generales					
Sección	Descripción GRI	Contenido GRI	Página	Tema Material	Omisión	Pacto Global	ODS y Metas
Gobernanza	Estructura de gobernanza	2-9	10			Principio 2	16.6
	Nominación y selección del máximo órgano de gobierno	2-10	10			Principio 2	16.6
	Presidente del máximo órgano de gobierno	2-11	2, 10			Principio 2	16.6
	Función del máximo órgano de gobierno en la supervisión de la gestión de impactos (riesgos)	2-12	12			Principio 2	16.6
	Delegación de responsabilidades en el manejo de riesgos e impactos	2-13	12			Principio 2	16.6
	Función del máximo órgano de gobierno en la elaboración de informes de sostenibilidad	2-14	2, 12				
	Conflictos de interés	2-15	12			Principio 2	16.6
	Comunicación de inquietudes críticas	2-16	12, 38	✓		Principio 1	16.6
	Conocimientos colectivos del máximo órgano de gobierno	2-17	13			Principio 2	16.6
	Evaluación del desempeño del máximo órgano de gobierno	2-18	13, 18			Principio 2	16.6
	Políticas de remuneración	2-19	13			Principio 2	16.6
	Proceso de determinación de remuneraciones	2-20	13			Principio 2	16.6
	Ratio de compensación total anual	2-21	13				
Estrategia, políticas y prácticas	Declaración sobre la estrategia de sostenibilidad	2-22	26-30				
	Políticas de compromiso en conducta de negocio responsable	2-23	Resumen			Principio 1	13.2
	Difusión de políticas	2-24	14,16,17				
	Proceso de remediación de impactos negativos	2-25	12			Principio 1	13.2
	Mecanismos de asesoramiento y preocupaciones éticas	2-26	12				
Participación de los Grupos de Interés	Cumplimiento de leyes y regulaciones	2-27	12			Principio 1	13.2
	Participación en Asociaciones	2-28	19, 24				
	Acuerdos de negociación colectiva	2-29	19				
	Enfoque para la participación de los grupos de interés	2-30	26		No hay acuerdos colectivos		
GRI 3	TEMAS MATERIALES 2021	3-1	34-40	✓			
		3-2	34-40	✓			
		3-3	34-40	✓			

## UNIVERSIDAD TECNOLÓGICA CENTROAMERICANA

### Contenidos por tema material

Tema material	Descripción GRI	Contenido GRI	Página	Tema Material	Omisión	Pacto Global	ODS y Metas
Oportunidades laborales para egresados	Desempeño económico	203-2	42	✓		Principio 6	8.6
Formación Académica del docente	Programas para desarrollar las competencias de los empleados y programas de ayuda a la transición.	404-2	51	✓		Principio 6	4.c.1
Eficiencia energética	Reducción del consumo energético	302-4	56	✓		Principio 7	9.4

### Contenidos temáticos complementarios

Estándar GRI	Contenido GRI	Página	Tema Material	Omisión	Pacto Global	ODS y Metas
Oportunidades laborales para egresados	203-2	42	✓		Principio 6	8.6
Operaciones evaluadas en función de los riesgos relacionados con la corrupción	205-1	44			Principio 1	16.5
Comunicación y formación sobre políticas y procedimientos anticorrupción	205-2	44			Principio 1	16.5
Incidentes de corrupción confirmados y medidas tomadas	205-3	44			Principio 2	16.5
Acciones jurídicas relacionadas con la competencia desleal y las prácticas monopólicas y contra la libre competencia	206-1	44			Principio 1	16.4
Materiales utilizados por peso y volumen	301-1	60			Principio 8	12.4.2
Porcentaje de materiales que son reciclados	301-2	60			Principio 8	12.5.1
Productos reciclados y sus empaques	301-3	60			Principio 8	12.5.1
Consumo de energía dentro de la organización	302-1	56			Principio 7	7.2.1
Intensidad energética	302-3	56			Principio 7	9.4
Reducción en el consumo de energía	302-4	56	✓		Principio 7	9.4
Captación total de agua según la fuente	303-1	58			Principio 7	6.4.1
Fuentes de agua que han sido afectadas significativamente por la captación de agua	303-2	58			Principio 7	6.3.2
Porcentaje y volumen total de agua reciclada y reutilizada	303-3	58			Principio 7	6.3.1
Emisiones directas de gases de efecto invernadero (alcance 1)	305-1	59			Principio 9	9.4
Emisiones indirectas de gases de efecto invernadero al generar energía (Alcance 2)	305-2	59			Principio 9	9.4
Otras emisiones indirectas de gases de efecto invernadero (Alcance 3)	305-3	59			Principio 9	9.4

### Contenidos temáticos complementarios

Estándar GRI	Contenido GRI	Página	Tema Material	Omisión	Pacto Global	ODS y Metas
Contratación de nuevos empleados y rotación de personal	401-1	48			Principio 2	8.5
Identificación de peligros, evaluación de riesgos e investigación de incidentes	403-2	25			Principio 6	8.8
Participación de los trabajadores, consultas y comunicación sobre salud y seguridad en el trabajo.	403-4	47			Principio 6	8.8
Formación de trabajadores sobre salud y seguridad en el trabajo.	403-5	50			Principio 6	8.8
Promoción de la salud de los trabajadores	403-6	49, 50			Principio 6	8.8
Prevención y mitigación de los impactos para la salud y la seguridad en el trabajo directamente vinculados a través de las relaciones comerciales	403-7	50			Principio 6	8.8
Lesiones por accidente laboral	403-9	50			Principio 6	8.8
Dolencias y enfermedades laborales	403-10	50			Principio 6	8.8
Formación académica del docente	404-2	51	✓		Principio 6	4.c.1
Diversidad de órganos de gobierno y empleados	404-2	52			Principio 6	16.7
Personal de seguridad capacitado en políticas o procedimientos de derechos humanos	410-1	Próxima Memoria			Principio 1	16.5
Nuevos proveedores que han pasado filtros de selección de acuerdo con criterios sociales	414-1	Próxima Memoria			Principio 2	16.5
Evaluación de los impactos de las categorías de productos y servicios en la salud y la seguridad	416-1	52			Principio 1	16.5
Casos de incumplimiento relativos a los impactos de las categorías de productos y servicios en la salud y la seguridad	416-2	No hay casos			Principio 1	16.5

For inquiries about the Sustainability Report,  
please contact:

Mar Mayoral  
Corporate Social Responsibility and Community  
Engagement Director  
direccionrse@unitec.edu  
Tel. +504 2268-1000, ext. 1037

If you require additional information,  
visit the website:  
[www.unitec.edu](http://www.unitec.edu)

## CONTACTS

### TEGUCIGALPA

**UNITEC Campus**  
Kennedy Boulevard, Jacaleapa,  
Honduras Residential  
+504 2268-1000

**CEUTEC El Prado**  
El Prado, Kuwait Boulevard  
+504 2202-4400, ext. 4001, 4002

**CEUTEC Centroamérica**  
Central America Boulevard  
+504 2202-4420, ext. 7002, 7003, 7039

**INNOVATEC Centroamérica**  
Central America Boulevard  
+504 2202-4800, ext. 7002, 7003

### SAN PEDRO SULA

**UNITEC Campus**  
North Boulevard, detour to Armenta,  
adjacent to the Altia Business Park  
+504 2564-5600

**CEUTEC Sede Norte**  
Las Mercedes Residential, North Boulevard  
+504 2564-7400, ext. 6051

**CEUTEC Sede Central**  
25th Street, Roberto Micheletti Boulevard  
+504 2564-7400

**INNOVATEC Sede Norte**  
Las Mercedes Residential, North Boulevard  
+504 2564-7400, ext. 6064

### LA CEIBA

**CEUTEC**  
Highway to Trujillo (CA 13),  
intersection with El Ceibón avenue  
+504 2405-0700





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