



Equality, Diversity & Inclusion (EDI) Policy

HSB is committed to advancing Equality, Diversity, and Inclusion (EDI) as a core foundation of its mission to educate the next generation into ethical, innovative, and competent leaders for both the public and private sectors.

Purpose

Along with our fast development is the participation of faculties, staff and students from an increasing number of nationalities, diversity is integral to HSB. In alignment with international best practices, HSB strives to create a fair, inclusive, and respectful academic and working environment where all members of the community can achieve their full potential regardless of their origins.

Scope:

This policy applies to all students, academic and professional staff, leadership, and external stakeholders involved in HSB's teaching, learning, research, employment, and engagement activities. HSB is responsible for ensuring equitable access, participation, and outcomes across all institutional operations, supporting its vision to be a reputable school of Business and Management in Vietnam and globally.

Definition

Equity focuses on ensuring fairness, giving everyone an equal starting point. This can involve taking proactive steps to help achieve more equal outcomes.

Diversity goes beyond simply recognizing or accepting differences; it means actively understanding, appreciating, and embracing those differences, while showing respect for qualities and experiences that aren't part of the majority.

Inclusion is about fostering a sense of belonging, where people feel respected, valued, and supported so they can reach their full potential at work or in their studies.



VIETNAM NATIONAL UNIVERSITY, HANOI
HANOI SCHOOL OF BUSINESS AND MANAGEMENT

add: 144 Xuan Thuy St.,
Cau Giay Dist., Hanoi, Vietnam
tel: (84-24) 3754 8456
email: hsb@hsb.edu.vn
website: www.hsb.edu.vn

Guiding principles

Equality at HSB is promoted through transparent and fair access to education, employment, assessment, and institutional resources. Discrimination, harassment, and unequal treatment are not tolerated. These principles reflect HSB's core value of Quality, ensuring that policies, procedures, and decisions are applied consistently and aligned with international benchmarks and QS evaluation criteria.

HSB values diversity as a strategic asset that enhances innovation, academic excellence, and global engagement. In line with its Innovation and Pioneering values, HSB respects differences in culture, nationality, gender, ability, socio-economic background, and perspectives. Diversity is actively encouraged in curriculum design, student recruitment, staffing, leadership, and research activities, supporting interdisciplinary collaboration across the pillars of Management, Technology, and Security.

Inclusion is central to HSB's educational philosophy and student-centered approach. HSB fosters a sense of belonging and meaningful participation by implementing inclusive teaching and assessment practices, providing academic and wellbeing support, and ensuring accessibility in physical, digital, and learning environments. Reasonable adjustments are made to support individuals with diverse needs, reflecting HSB's commitment to student values of Health, Ethics, Will, Love, and Duty.

Student Support & Asset

The School is committed to offering equitable opportunities and comprehensive support to all students, regardless of their background or identity, to foster full participation and achievement. Accommodations and resources are provided to equity cohorts to ensure fair access and inclusion in every facet of university life.

Staff Inclusivity

The School fosters a supportive work environment that promotes diversity, inclusivity, and equitable access to resources for all staff. In accordance with its Recruitment Policy



VIETNAM NATIONAL UNIVERSITY, HANOI
HANOI SCHOOL OF BUSINESS AND MANAGEMENT

add: 144 Xuan Thuy St.,
Cau Giay Dist., Hanoi, Vietnam
tel: (84-24) 3754 8456
email: hsb@hsb.edu.vn
website: www.hsb.edu.vn

and associated procedures, recruitment, hiring, and promotion decisions are guided by the principles of merit, fairness, transparency, equity, and diversity. This commitment includes recognition of non-linear career paths and achievement relative to opportunity. In practice, the University has made tangible progress in building a diverse workforce, including the increased recruitment and retention of women in academic and leadership roles, the engagement of veterans with valuable public-sector experience, and the appointment of retired professionals whose expertise enriches teaching, mentoring, and research. These achievements reflect the University's ongoing commitment to inclusive employment practices and workforce diversity.

Training & Development

The School is committed to providing continuous, high-quality training and professional development for students, academics and staff. These opportunities aim to raise awareness and strengthen skills in equity, diversity, inclusion, and cultural capability.

Workplace and Learning Environment Culture

The School is committed to fostering a respectful, safe, and inclusive workplace and learning environment where all members of the community feel valued and supported. A culture of mutual respect, collaboration, and open dialogue is promoted to encourage innovation, academic excellence, and personal well-being. Through inclusive practices, clear behavioral standards, and shared responsibility, the School ensures that both staff and students can learn, work, and thrive in an environment that upholds dignity, equity, and professional integrity.

Data Collection and Evaluation

Data collection is conducted through separate, regular surveys for students, academic staff, and professional staff to ensure that diverse perspectives and experiences are accurately captured. These surveys gather both quantitative and qualitative data on access, participation, satisfaction, well-being, and perceptions of equality, diversity, and inclusion. The results are systematically analyzed and reviewed by designated committees to identify trends, gaps, and areas for improvement, and are used to inform



VIETNAM NATIONAL UNIVERSITY, HANOI
HANOI SCHOOL OF BUSINESS AND MANAGEMENT

add: 144 Xuan Thuy St.,
Cau Giay Dist., Hanoi, Vietnam
tel: (84-24) 3754 8456
email: hsb@hsb.edu.vn
website: www.hsb.edu.vn

evidence-based decision-making, policy refinement, and continuous enhancement of the learning and working environment.

Monitoring

The Legal and Inspection team, HR Department, Undergraduate Program Management Office and Postgraduate Program Management Office are responsible for monitoring Equality, Diversity & Inclusion practices at Hanoi School of Business and Management.

Approved in December 2025