



# OBJETIVOS DE DESARROLLO SOSTENIBLE

**8** TRABAJO DECENTE  
Y CRECIMIENTO  
ECONÓMICO



# Code of Ethics



From March to June 2022, this activity was conducted in a virtual format by students of the last terms of the Business School of UPC, for the benefit of an organization with social or environmental impact operating in any part of the country.

In this academic work, students approached a previously registered organization with the aim of providing counseling and support in the development of their code of ethics. This endeavor allowed our students to engage with a real organization and empathize with a social issue.



# Training for the CSSTMA of UPC



In July 2022, a training session on the Joint Committee on Safety and Health at Work (SST) was conducted through the Pacifico Seguros and Marsh platforms. The objective was to enhance the development of the staff and the organization.

The lecture addressed compliance with DS 005-2012-T, as stipulated in the following article: Article 66.- Members of the Occupational Safety and Health Committee or the Occupational Safety and Health Supervisor must receive specialized training in occupational safety and health provided by the employer, in addition to those referred to in section b) of article 35 of the Law.

These training sessions took place within the working day, as established. Certificates were issued to the participants.

**Aprendizaje y Desarrollo**

**CAPACITACIÓN CSSTMA**

Como parte del Comité de Seguridad y Salud en el Trabajo UPC y según lo estipulado en la normativa vigente, se le ha asignado los siguientes 3 cursos con el fin de reforzar los conocimientos en materia de seguridad.

- 1. Curso:** Comité paritario en SST  
**Duración:** 1 hora  
**Fecha límite:** 31 de octubre
- 2. Curso:** Inspecciones de seguridad  
**Duración:** 1 hora  
**Fecha límite:** 31 de octubre
- 3. Curso:** Investigación de accidentes\*  
**Duración:** 1 hora  
**Fecha límite:** 31 de octubre  
\*Curso voluntario

Los cursos se desarrollarán en la plataforma de Pacifico Seguros.  
Su usuario y contraseña es su N° de DNI

[Clic aquí para acceder a la plataforma](#)





# Defensive Driving



In August 2022, training on the use of vehicles was provided through the Pacífico Seguros platform to personnel in charge of driving UNSA vehicles, with the aim of enhancing their performance and ensuring compliance with the standards established by the organization.

The lecture addressed compliance with Law 29783, Article 49. Employer's Obligations: g) Ensure, in a timely and appropriate manner, training and instruction in safety and health at the workplace or specific function, as indicated below: 1.- At the time of hiring, regardless of the modality or duration. 2.- During the performance of duties. 3.- When there are changes in the function or position or in technology. Certificates were issued to the participants.



# Volunteering Program

## “Capacitación y Entrenamiento, Camarero Junior” 2nd Edition



From September 10 to November 19, 2022, the School of Hotel and Tourism Management conducted the 2nd edition of the volunteering program “CAPACITACIÓN Y ENTRENAMIENTO, CAMARERO JUNIOR” (TRAINING AND EDUCATION, JUNIOR WAITER) at UPC Campus Monterrico.

This training was aimed at 33 young people between 17 and 20 years old, from low-income families and who belong to the Community Houses of North Lima, with the goal of providing them with better opportunities for job placement in the gastronomic sector.

It was conducted in a blended modality, by students from the three programs of the School, who acted as mentors and were assigned a group of young people to train. The Municipality of Lima was considered a strategic partner, as they managed the database of the vulnerable group identified through the neighborhood participation area.



# Development of the Corporate Code of Ethics for Two Companies Evea Eco Fashion and 2p La Barra



Students from the School of Business carried out the project of developing a Corporate Code of Ethics for the companies Evea Eco Fashion and 2p La Barra. Evea Eco Fashion is a company dedicated to the responsible and sustainable production of soles and footwear from eco-friendly materials, contributing to the conservation of forest care and the development of native communities within the Amazon rainforest.

2p La Barra is an affordable food business. The purpose of the project was to ensure that employees act in accordance with the values that represent the company to establish a better relationship with their customers and stakeholders.



# NAF (Accounting and Tax Support Nucleus)



This program provides free tax guidance to individuals and small businesses, and was developed by fourth-term students onwards.

It aims to promote the importance of timely payment and declaration of taxes. Prior to this, students received 20 hours of training from the National Superintendency of Customs and Tax Administration (SUNAT) from January to July 2022. A total of 1,119 consultations were conducted.

Students developed soft skills such as effective communication, research, citizenship, and social responsibility. Through this accounting support nucleus, the community is informed about the importance of formalization in our country for contributing, through taxes, to the construction of more schools, hospitals, roads, among others.

The screenshot displays the NAF website interface. At the top, there's a navigation bar with icons for home, search, and user profile. Below this, a sidebar on the right lists '3 asistentes' (3 assistants) under 'Moderadores (2)' (Moderators (2)) and 'Participante (1)' (Participant (1)). The main content area is titled 'Regímenes tributarios' (Tax regimes) and contains a table with columns for different tax regimes: Nuevo Régimen Único Simplificado (NRUS), Régimen Especial de Impuesto a la Renta (REIR), Régimen MYPE Tributario (RMT), and Régimen General (RG). The table lists various criteria such as 'Persona Natural', 'Persona Jurídica', 'Límite de ingresos', 'Límite de compra', 'Comprobantes de pago que puede emitir', 'Declaración Jurada anual - Renta', 'Valor de activos fijos', and 'Trabajadores'. The NAF logo is visible at the bottom left of the interface.

	Nuevo Régimen Único Simplificado (NRUS)	Régimen Especial de Impuesto a la Renta (REIR)	Régimen MYPE Tributario (RMT)	Régimen General (RG)
Persona Natural	SI	SI	SI	SI
Persona Jurídica	No	SI	SI	SI
Límite de ingresos	Hasta S/ 14,000.00 anuales u S/ 8,000.00 mensuales	Hasta S/ 525,000.00 anuales	Ingresos netos que no superen los 7100 UIT en el ejercicio gravable (precalificado o del ejercicio anterior)	Sin límite
Límite de compra	Hasta S/ 14,000.00 anuales u S/ 8,000.00 mensuales	Hasta S/ 525,000.00 anuales	Sin límite	Sin límite

	Nuevo Régimen Único Simplificado (NRUS)	Régimen Especial de Impuesto a la Renta (REIR)	Régimen MYPE Tributario (RMT)	Régimen General (RG)
Comprobantes de pago que puede emitir	Boleta de venta y tickets que no dan derecho a crédito fiscal, gasto o costo	Factura, boleta y todos los demás permisos	Factura, boleta y todos los demás permisos	Factura, boleta y todos los demás permisos
Declaración Jurada anual - Renta	No	No	SI	SI
Valor de activos fijos	S/ 70,000.00	S/ 120,000.00	Con excepción de los predios y vehículos	Sin límite
Trabajadores	Sin límite	10 por turno	Sin límite	Sin límite



# Green Fest



The Audiovisual Communication and Interactive Media program aims to promote the dissemination of new eco-sustainable ventures and changes in consumer habits among the public.

The project consists of the production and organization of a fair, where new and emerging Medium and Small Companies (MYPES) related to sustainable resource utilization and healthy eating are promoted and given visibility. In addition, a workshop on the preparation of vegan foods was conducted.





# Protagonists Route



The Protagonists Route initiative, developed by UPC Entrepreneurial Initiative Unit, consisted of a series of events held throughout Peru with the aim of promoting entrepreneurship and social innovation among the youth.

As part of these events, training sessions for entrepreneurs were conducted in Puno, Cusco, Trujillo, Junín, Iquitos, and the constitutional province of Callao.

In 2022, there were more than 100 applications from 19 cities in the north, central, south, and eastern regions, with Lima and Cusco having the highest participation. Thanks to this activity, young entrepreneurs will be change agents who will transform the country.



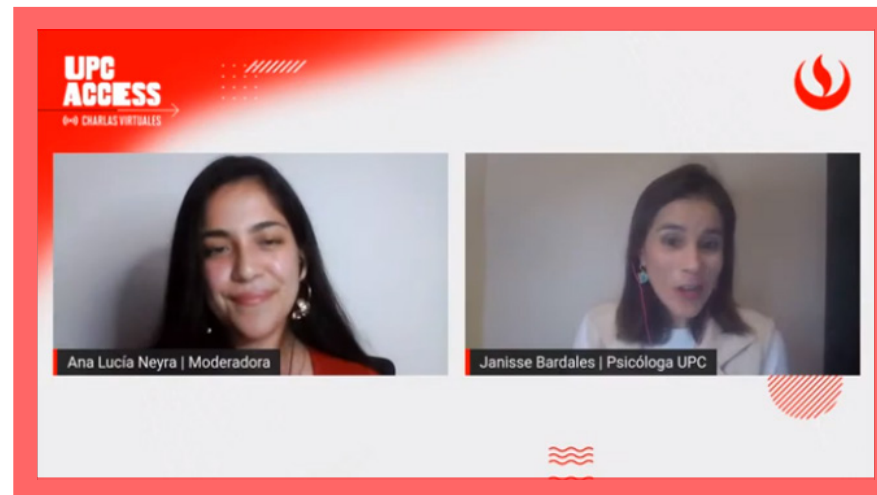
# Vocational Workshop



From August to December 2022, virtual talks were conducted with the aim of providing information, accompaniment, and guidance in the vocational search for prospective students.

757 students attended and were offered a variety of digital tools to assist them in the process of self-discovery and vocational exploration, such as talks, workshops, vocational tests, and the opportunity to schedule personalized consultations with UPC psychologists.

The necessary assistance was provided to clarify doubts about making a decision when choosing a career.



# #IMAGENWiiiK (Innovate, Inspire, Imagine)



The Communications and Business Image program presented a new cycle of conferences: “Image WiiiK: innovate, inspire, imagine” Vol. 9.

The event was organized by students and professors of the program. Experts in topics related to Business Communication at both national and international levels were brought together.

It took place from May 23 to June 3 and was directed at the general community. The lectures, which were both virtual and hybrid, were held on the San Isidro campus.

Entrance was free, and upon attending five sessions, participants received a certificate of participation.





DevsCrew is the community of developers from the business accelerator StartUPC, co-created in partnership with Microsoft. The aim was to enhance professional skills and promote the involvement of future Chief Technology Officers (CTOs) in the startup ecosystem through training provided from January to August 2022 in an online modality. 100% of those enrolled were students or alumni of UPC.



# Campus Zero Plastic



With the objective of progressively reducing and ultimately eradicating the consumption of single-use plastic across all our campuses and locations, including those generated by the acquisition of goods and services in our value chain, and in line with our commitment to SDG 13 Climate Action, a work plan was initiated in 2022 to implement the Plastic-Free Campus project.

To achieve this, guidelines were developed to be followed by the entire UPC Community, so that they understand the importance of reducing plastic use and the goals and commitments we aim to achieve through the collective efforts of the entire community.

	LINEAMIENTOS CAMPUS CERO PLÁSTICO	CÓDIGO: SGA-PYL-02	VERSIÓN: 01	PÁGINA 1 de 5
<b>I. OBJETIVO GENERAL</b>				
Disminuir y/o erradicar, de manera progresiva, el consumo de plástico de un solo uso de todos nuestros campus y sedes, incluyendo aquellos que son generados por la adquisición de bienes y servicios que solicitamos en nuestra cadena de valor.				
<b>II. OBJETIVOS ESPECÍFICOS</b>				
a) Alcanzar nuestra meta de ser una universidad carbono neutral, definida en la estrategia de sostenibilidad UPC.				
b) Reducir nuestras emisiones de gases de efecto invernadero en el alcance 2 y 3.				
c) Realizar un uso eficiente de los recursos naturales que son utilizados para nuestras actividades.				
d) Contribuir con el Objetivo de Desarrollo Sostenible (ODS) 12 Producción y Consumo Responsable y el ODS 13 Acción por el Clima.				
e) Concientizar y promover entre nuestra comunidad universitaria en el uso y consumo de insumos y materiales reaprovechables y sostenibles.				
f) Cumplir con la normativa vigente Ley que Regula el Plástico de un solo Uso y los Recipientes o Envases Descartables, Ley N° 30884.				
<b>III. ALCANCE</b>				
Los lineamientos aplican a toda nuestra comunidad universitaria, que incluye alumnos, docentes, administrativos. Además, aplica también para nuestros proveedores de bienes y servicios.				
<b>IV. DOCUMENTOS A CONSULTAR</b>				
• SGA-MA-01 Manual del Sistema de Gestión Ambiental				
• SICA-PYO-05 Política Integral de Seguridad, Salud en el Trabajo y Medio Ambiente				
• SICA-PYO-19 Objetivos Ambientales				
• SGA-I-01 Ecoeficiencia				
• SGA-P-06 Manejo de Residuos no Peligrosos				