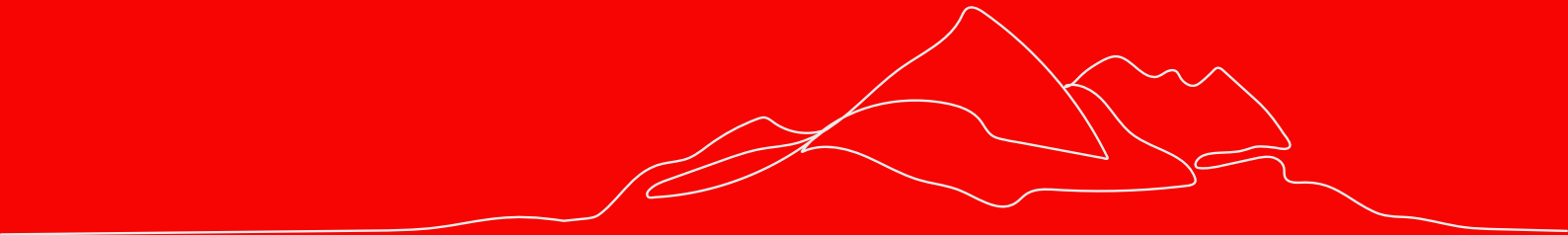


Upskilling is a continuous journey.

Unlock your potential.

Be impactful.

Lead with vision.



**Swiss Academy
for Leadership
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WAIVER POLICY

WAIVER POLICY

Driven by a commitment to fair access and equality, we are providing special waivers up to 50% to nationals from countries in need, using World Development Indicators to define eligibility.

High-income economies:	full fare
Upper-middle-income economies:	waiver 15 %
Lower-middle-income economies:	waiver 35 %
Low-income economies:	waiver 50 %

Here are some examples:

Scenario 1- Nada, a student from Cairo University, from Egypt, can be considered for **35% fee waiver*** as the student comes from a “Lower-middle-income economy” according to the World Bank classification. The student has to present that passport to be considered for fee waiver. However, the student has to make sure that he gets the necessary **visa**** to come to Switzerland.

Scenario 2 - Bekele, an aspiring or young diplomat, hailing from Ethiopia, can be considered for **50% fee waiver*** as the participant comes from a “Low-income economy” according to the World Bank classification. Here as well, the student has to present the passport and make the necessary preparation for **visa**** to come to Switzerland.

Scenario 3 - Jovanović and Jan, who work in sustainability, hailing from Serbia and Czech respectively, Jovanovic is eligible for **15% fee waiver***, provided he can present the corresponding passport. Travel arrangements have to be made respectively.

Scenario 4 - Student E, originally from a lower or middle-income country but currently residing in a high-income nation, may have their situation assessed on a case-by-case basis on the passport the student presents*.

*Subject to terms and conditions

** More information about the visa application process you will find on page 6

Future-focused,
environmentally and socially
responsible approach.



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WORLD DEVELOPMENT INDICATORS

“ —

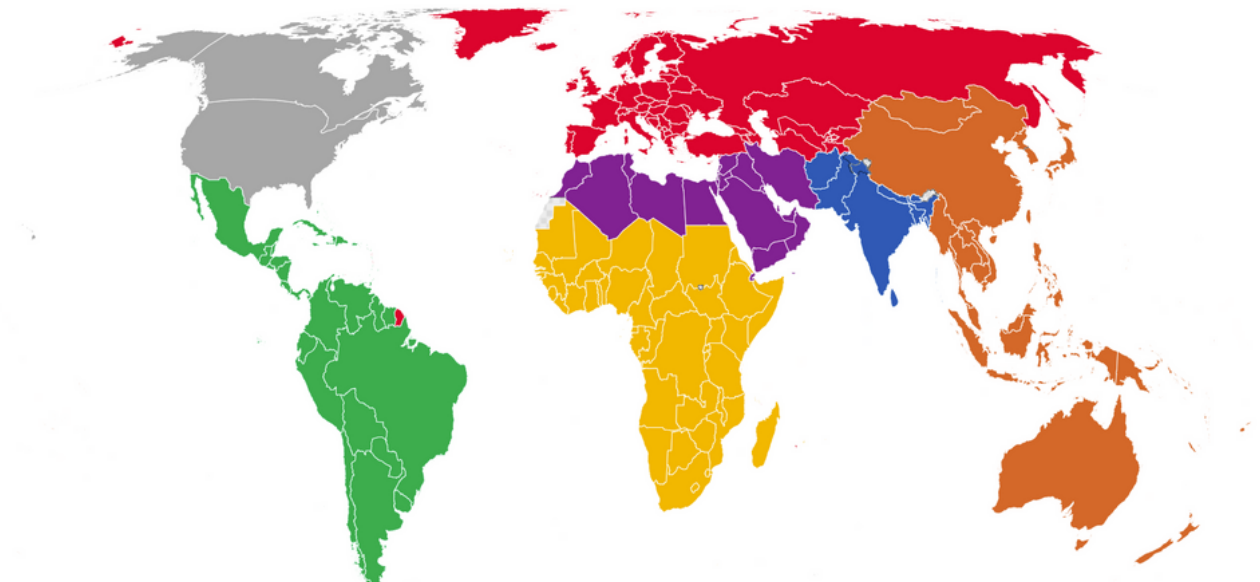
The World Bank classifies economies for analytical purposes into four income groups: low, lower-middle, upper-middle, and high income. For this purpose it uses gross national income (GNI) per capita data in U.S. dollars, converted from local currency using the World Bank Atlas method, which is applied to smooth exchange rate fluctuations.

Estimates of GNI are obtained from economists in World Bank country units who rely primarily on official data published by the countries; the size of the population is estimated by World Bank demographers from a variety of sources, including the UN's biennial World Population Prospects.

(source: The World Bank)

The world by region

East Asia & Pacific Europe & Central Asia Latin America & Caribbean Middle East & North Africa North America South Asia Sub-Saharan Africa



For the full list of the countries, please check the link:

<https://datatopics.worldbank.org/world-development-indicators/the-world-by-income-and-region.html>



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Here you will find some examples of countries. You will be asked to provide a scan of your passport. The participation fee depends on your nationality stated in the ID document.

Argentina	Upper middle income
Australia	High income
Austria	High income
Azerbaijan	Upper middle income
Bahrain	High income
Bangladesh	Lower middle income
Belgium	High income
Brazil	Upper middle income
Bulgaria	High income
Canada	High income
Chile	High income
China	Upper middle income
Colombia	Upper middle income
Costa Rica	Upper middle income
Côte d'Ivoire	Lower middle income
Croatia	High income
Cuba	Upper middle income
Cyprus	High income
Czechia	High income
Denmark	High income
Egypt, Arab Rep.	Lower middle income
Estonia	High income
Ethiopia	Low income
Finland	High income
France	High income
Germany	High income
Greece	High income
Greenland	High income
Hungary	High income
Iceland	High income
India	Lower middle income

Ireland	High income
Israel	High income
Italy	High income
Japan	High income
Kazakhstan	Upper middle income
Kenya	Lower middle income
Korea, Rep.	High income
Kuwait	High income
Lebanon	Lower middle income
Madagascar	Low income
Malta	High income
Mauritius	Upper middle income
Mexico	Upper middle income
Monaco	High income
Montenegro	Upper middle income
Morocco	Lower middle income
Netherlands	High income
Nigeria	Lower middle income
Norway	High income
Oman	High income
Pakistan	Lower middle income
Panama	High income
Peru	Upper middle income
Poland	High income
Portugal	High income
Qatar	High income
Russian Federation	High income
Rwanda	Low income
Saudi Arabia	High income
Singapore	High income
South Africa	Upper middle income
Spain	High income
Sweden	High income
Switzerland	High income
Türkiye	Upper middle income
Ukraine	Upper middle income
United Arab Emirates	High income
United Kingdom	High income
United States	High income



For the full list of the countries, please check the link:

<https://datatopics.worldbank.org/world-development-indicators/the-world-by-income-and-region.html>

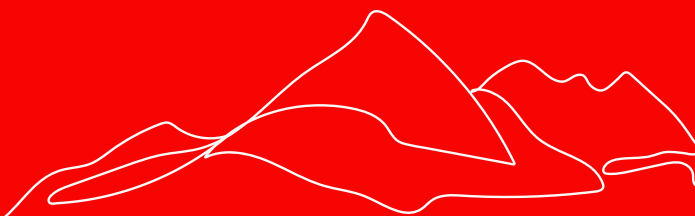
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FAQS

- **Who can I contact if I need help during the process?**
Our admissions team is always available to assist you. You can reach out to us via email or phone for any questions or support you need.
- **Can I get a refund if I change my mind?**
Refund policies vary by program. Please review the terms and conditions during registration, or contact our team for specific refund details.
- **Is there an application deadline?**
Yes, there are application deadlines for each intake. Be sure to submit your application before the deadline to ensure you're considered for the program. Specific dates are listed on the application page.
- **What language is the program conducted in? .**
The program is conducted in English, and all course materials, lectures, and communications will be in this language.
- **How Long is the Application Process?**
The application process typically takes 1-2 weeks from submission to confirmation. Here's a breakdown of the timeline:

EXPLORE & EXPERIENCE:
YOUR ULTIMATE
ACTIVITY GUIDE
2025

Transparency

The Swiss Academy for Leadership and Sustainability (SALS) is committed to upholding the highest standards of excellence, transparency, and accountability in all its endeavours. As an institution operating under the rigorous legal framework of Switzerland, SALS adheres to strict regulatory requirements that ensure the integrity of its operations and its unwavering dedication to quality learning.

Our organisation undergoes annual audits, conducted with the utmost diligence, to verify compliance and maintain trust with our stakeholders. SALS operates within a transparent governance structure designed to meet the educational and ethical standards that Switzerland is renowned for.

Legal Information

The Swiss Academy for Leadership and Sustainability (SALS) is registered in the Commercial Register of Canton Geneve under those business identification numbers:

CHE-168.218.104 (UID)
CH-660-4627024-1 (CH-ID)

Headquarters

The Swiss Academy for Leadership and Sustainability (SALS) is based in Geneva, Switzerland.

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38, Chemin des Crêts-de-Champel
CH-1206 Genève (GE), Switzerland

Contact Details

info@sals.academy

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Banking

The Foundation entrusts all its bank accounts to UBS, one of Switzerland's most prestigious banks.

