



IMS LUXEMBOURG
Inspiring More Sustainability

A photograph of a networking event in a modern office space. People are gathered around tables, some standing and some sitting, engaged in conversations. There are red armchairs and a white table with a sign that says 'Creativity Room'.

ACTIVITY REPORT

2018

.....
Luxembourg's leading network for Corporate Responsibility
.....



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Since its creation in 2007, IMS hasn't stopped growing. In order to give a better visibility to our ever-increasing number of activities and actions, the Board of Directors decided to restructure them under the intrinsic pillars of People, Planet and Prosperity. Reflecting our collective commitment toward sustainable

economic development, I hope that this new constellation, featured for the first time in this year report, will further extend the legibility of the work led through the past year.

Aside from the number of our actions and campaigns, the strength of our network is voiced by the number of organizations joining our movement every year. In 2018, no less than 18 organisations decided to become a member to take concrete steps toward greater corporate sustainability. Welcome to all of them!

A building block of IMS's DNA, inspiration is what we endeavour to generate amongst our network and beyond. I believe we won our bet again this year. We have innovated and surprised by promoting a forceful and ambitious action: banning single-use plastic in our member organisations by 2020, going beyond the European directive.

Launched during our Luxembourg CEO Sustainability Club dinner, our Zero Single-Use Plastic manifesto was signed by many fellow corporate leaders that same evening. At the time of our General Assembly, 55 organisations had pledged, which will collectively save over 140 tonnes of plastic every year. It is important to me to thank you for your trust and your commitment.

In 2019, we are tackling a different challenge, introducing two new projects around the impact of digitalisation on the work world. We will address matters of information overload as well as the important changes in jobs and required skills. I do hope to see many of you come on board!

It is together, thanks to the dynamism fostered by CSR within our organisations, that we can hope to have a strong positive impact on our environment, climate change and ethical matters. And it is together, this I am convinced of, supporting you on all these subjects, that we will be able to research, develop and implement tomorrow's sustainable solutions.

Christian Scharff
Chairman, IMS Luxembourg



Through its daily engagement with our network's member companies, associations and public entities, the IMS team endeavours to be attuned to your needs; this allows the implementations of actions answering to your realities, questioning and ambitions when it comes to Corporate Social

Responsibility.

For over 10 years, we have been bringing to life concrete actions to allow you to design the outlines of an impactful and effective CSR strategy, but also to allow your teams to be upskilled on these topics.

It is with this vision in mind that this year, we invited you to participate in a training on the analysis of your materiality. This aimed to support your leadership and your CSR teams to identify and target the thematic areas most relevant to your organisation.

Beyond the strategic guidance we offer, we truly care to involve you in working collectively on the matters at the heart of daily corporate concerns. Our ambition remains the same: fostering the development of concrete solutions tailored to each organisation's specificities. Mobility, wellbeing at work, inclusion of persons with disabilities,

or inclusion of LGBTI persons have been at the heart of our work.

Through workshops, working groups, conferences, practical guides and publications, we endeavour to find the most efficient tools to improve your sustainability performance.

Thanks to the expertise and commitment of the dedicated professionals making up the IMS team, we work to inspire you and to support you, as economic actors, in building a Luxembourgish society that is more fair, more responsible and will thus allow for a more virtuous economic development.

Because this network is also your tool, the entire IMS team remains available and open to any solicitations to innovate and build tomorrow's solutions with you.

Nancy Thomas
Director, IMS Luxembourg



The Board in 2018



The entire IMS team and the members of the Board of Directors in November 2017 for the 10th anniversary of IMS.

Christian Scharff	PwC	Chairman
Valérie Arnold	PwC	Treasurer
Diane Muller-Kneip	KNEIP	Secretary and Vice-President

Myriam Baltes	BCEE
Stéphanie Blaise	Hôpitaux Robert Schuman
Marie-Hélène Massard	AXA
Pascal Moisy	ArcelorMittal
Bruno Renders	IFSB
Frédéric Sabban	Deloitte

The Board of Directors met 3 times in 2018

- The 16th of January at Deloitte
- The 29th of May at Creos (IMS offices)
- The 9th of October at the Hôpitaux Robert Schuman

The General Meeting took place on June 5th, 2018 at Société Générale.

A strategic seminar took place on July 5th, 2018

The team in 2018



Nancy Thomas
Director



Marie Sauvignon
Sustainability Practice Leader



Paula Marques
Communications & Members Network Manager



Lucie Rotario
Communication Assistant



Aurélien Mayer
Graphic Designer



Dounia Bougaa
Executive and Communication Assistant



Catia Fernandes
Coordinator Charte de la Diversité Lëtzebuerg



Lorraine Marquis
Project Manager Part&Act



Gaëlle Tavernier
Senior Project Manager Territoires & Développement Durable



Ricarda Braun
Project Manager Territoires & Développement Durable



Luca Macchi
Project Manager Territoires & Développement Durable



Armelle Duvieusart
Project Manager Food



Solène Padeletti
Project Manager Zero Single-Use Plastic



Pierre-Antoine Colin
Accounting and Finance Assistant

IMS regularly welcomes young people undertaking an internship or civic service: this promotes their insertion in the labour market and offers them a real opportunity to develop their skills and competencies. IMS thus warmly thanks Karima Ayari, Juliette Collard, Solène Padeletti, Pierrick Kinif and Lucie Rotario. On March 27th, 2018, IMS also hosted two interns as part of Jonk Entrepreneurs Job Shadow Day initiative.



Who are we?

For the last 10 years, IMS – Inspiring More Sustainability – has been the leading network for companies committed to Corporate Social Responsibility (CSR) in Luxembourg. The mission of the independent and apolitical public utility ASBL is to inspire strategies and responsible practices amongst national economic actors around social and environmental issues. IMS's initiatives are thus organised around three main pillars – People, Planet and Prosperity – allowing them to support the 133 members of the network (end of 2018) on CSR topics.

IMS has launched numerous campaigns, trainings and events on diversity, partnerships between companies and associations and sustainable territories as well as broader formats like the Luxembourg Sustainability Forum and the Sustainability Magazine. Throughout the past ten years, the organisation has created a network of members representing 16% of the Luxembourg workforce. It is also the national chapter of the European Organisation CSR Europe.



Our Commitments

→ Sharing common values

IMS Luxembourg cares deeply for its team to coalesce around the organisation's values of sharing, leadership and responsibility.

Our development is the fruit of a solidary, dynamic and passionate team. At IMS, we work on a trust basis: every team member is considered responsible. They are at the core of our work, and our solutions are the outcomes of team efforts.

A high quality of life at work is our priority and we are convinced that diversity and inclusion are real assets for our co-workers and our activity.



Part of the IMS team, June 2018

→ Carbon Compensation of IMS's activities

As part of its activities, IMS Luxembourg endeavours to limit its carbon footprint as much as possible. After several years of association with MyClimate Luxembourg which allowed us to compensate our unavoidable emissions, we officially pledged our commitment with MyClimate through the signing of a partnership convention in January 2017. This year again, IMS compensated the carbon footprint of the entirety of its activities through the Mobisol Smart Solar Homes project, which installs high-tech domestic solar energy systems based on new technologies: a clean and affordable alternative to fossil fuels for places with limited access to electricity.

The project

In Africa, over 600 million people, representing over 60% of the population, do not have access to electricity. This forces them to use expensive and inefficient sources of fossil fuel energy. This program was first established in Tanzania with plans to expand to Rwanda, Ghana and Kenya. The project combines solar energy, mobile technologies and microfinance to provide high-tech domestic systems to developing countries in Africa.

Applauded impacts

The benefits of this program are environmental, social, but also economical. Mobisol Smart Solar Homes



received the Momentum for Change prize. It offers a user-friendly and sustainable system whilst allowing the development of education and telephone-use amongst low-income households and small businesses.

To find out more: www.myclimate.org



From left to right: Nancy Thomas et Diane Muller-Kneip, IMS, Laurent Majerus et Erny Huberty, MyClimate Luxembourg

Welcome!

→ They joined us in 2018

- | | |
|---------------------------------|---|
| → Automobile Club du Luxembourg | → L.S.C. Engineering Group |
| → Alter Domus | → LuxConnect |
| → Aquabion | → LuxMobility |
| → CHAMP Cargosystems | → Luxnetwork |
| → Coeba | → ONET |
| → CMCM | → Picto Communication |
| → Deveco | → E-Bus Competence Center (Volvo Bus Corporation) |
| → Electrolux | → Voyages Josy Clément |
| → Galerie Clairefontaine | → Willis Towers Watson Luxembourg |

We thank all of our members for their trust and their commitment.

We would like to warmly thank Encevo and Société Générale Luxembourg for hosting the IMS team during the 2018 year. Moreover, we extend our gratefulness to the companies who hosted IMS events and those who continue to contribute to supporting our activities.



Welcoming of the new members during the conference presenting the 2018 Program at Raiffeisen

Key figures for 2018





PEOPLE

All citizens are entitled to fulfilling their basic needs: food, accommodation, health and well-being, access to education and to equitable and inclusive work, safety, human rights, culture... To achieve this, our society ought to favour social cohesion and the integration of all individuals, their belonging to a group and their participation to social life.

In May 2017, the Luxembourgish government adopted the “Transforming lives whilst preserving the planet” report on the implementation of the 2030 Agenda in and by Luxembourg.

A new challenge thus awaits organizations, which need to be able to identify and manage their manifold direct and indirect impacts on human capital and communities.



- Diversity & Inclusion
- Happiness at work
- Community engagement

Diversity & Inclusion



PEOPLE

The diversity of profiles is a strength and a key asset for companies. Global inclusion is thus indispensable to achieve equality and more responsible and performing organizations.



> Diversity Charter Lëtzebuerg

The Diversity Charter Lëtzebuerg is a national commitment text which any organization in Luxembourg wanting to act for diversity through concrete actions can sign whether they are members of IMS or not.



In numbers

- 174 signatures
- Over 360 participants in 11 events
- 68 new best practices registered on www.chartediversite.lu

> 8th edition of the annual signature session

The Diversity Charter Lëtzebuerg has welcomed 17 new signatories during the 8th official signature session at BGL BNP Paribas. 90 people participated in the event focusing on “Managing Diversity in the Digital Era”, and listened to the keynote speech presented by internationally acclaimed expert in diversity management Michael Stuber. Another highlight of the evening was Gina Arval’s poetry slam.



> Action kit and Diversity Day preparation workshop

To inspire as many organisations as possible to make the most of this beautiful national day, the Diversity Charter Lëtzebuerg brought out an action kit compiling national and European best practices. It was given out during the workshop preparing member organisations for the Diversity Day; it featured a collective brainstorm as well as interventions by the Statec and Société Générale.



> Diversity Day, 4th edition

The 17th of May 2018, IMS, through the Diversity Charter Lëtzebuerg project, organised the fourth edition of the Diversity Day Lëtzebuerg: national day for diversity. This day is a privileged occasion for organisations to mobilise their teams around the notion of internal diversity, beyond the human resource department. The Minister of Family, Integration and the Greater Region, Corinne Cahen, visited several organisations to engage with their innovative practices: State Street, the International Schools of Differdange and Esch-sur-Alzette, Deloitte, ING and Elisabeth.

All the actions are public and available on the website.



> Diversity Networks

The meetups dedicated to the signatories of the Diversity Charter allow for dynamic sharing of good practices in diversity management.



In 2018, the Diversity Networks addressed various themes:

- “Supporting career interruptions”, with interventions from Vodaphone and The Job Tailors
- “Open-mindedness in the workplace”, associated with GayMat with interventions from the City of Esch-sur-Alzette, State Street and Cigale
- “Age management: building an inclusive culture” with the intervention from Linklaters

> “Managing Diversity” Training

This training aims to help improve the knowledge and skills around the management of diversity, simultaneously gaining awareness of current and future challenges. Through this theoretical and practical day, the 6 participants discovered our practical guide “Managing Diversity”: how to mobilise, do a diagnostic, define objectives, elaborate an action plan, or design a communication plan.



> Diversity & Enterprise Barometer

The third “Diversity & Enterprise Lëtzebuerg” was presented during a press conference with the participation of the Ministry of Family, Integration and the Greater Region as well as LISER. The data needed to develop the report are collected every two years and assesses the state of practices implemented by signatory organisations. 138 organisations have provided answers, and 82% of them prioritise the work-life balance issue.

In numbers

- 75% of all employees are targeted by awareness raising actions
- The 5 most addressed issues are: work-life balance, gender, spoken languages, health and maternity.



> (Handi)Cap’ Emploi, implementation in companies

In the framework of a project co-financed by the European Social Fund, Ministry for Family, Integration and the Greater Region, as well as the Ministry for Work, Employment and the Social and Solidary Economy, following on 2017 workshops and practical guide, IMS created a working group to demystify the theme of disability within companies. It promotes collective open conversations about the representations surrounding these issues.



Happiness at work



PEOPLE

Burn-out, bore-out, infobesity, FOMO are just some of the indicators of a state of unwellness increasingly encountered at work. However, many studies show that happy employees tend to be more productive.



> “Happiness at work, Myth or Reality?” Cycle

In collaboration with the POG, IMS organised two events around the topic of “Happiness at work, myth or reality?”. Feeling well within the organisation, be fulfilled and enjoy one’s work is the dream of every employee, but also of every employers looking for committed and motivated team members. However, one increasingly often hears about psycho-social risks and cases of burn-outs, and even bore-outs. Corporations are identified as spaces of tension and stress contributing to unhappiness. Is happiness at work just a myth, or are awareness and change on their way?



- A round table focused on psycho-social risks from a both a medical point of view as well as from an employee and employer one: what are the factors and the consequences for the individuals and the companies, how to prevent and support these risks within the organisation? The Hôpitaux Robert Schuman, the Chamber of Employees, ING Luxembourg, CDCL, Médecine du travail and Pétillances participated.
- The right to disconnection: how to implement it effectively? Participants were provided with some answers thanks to testimonies of experts and companies: ORSE, Allen&Overy, ITM and PwC.

Community engagement



PEOPLE

Faced with the current complexity of social and environmental challenges, it is now urgent to develop new models of partnerships between players for the general interests (municipalities, NGOs and associations) and traditional companies, for a positive societal impact.



Part&Act

IMS Luxembourg supports its members in bringing to life partnerships with Luxembourgish associations. The aim is to favour the local anchoring of companies and to develop the skills of their employees.



For example, in 2018, Caceis organised a fund collection throughout its office to the benefit of Médecins du Monde and Spëndchen asbl. Fidelity and Fondation Autisme Luxembourg shared a volunteering day. Great examples of win-win partnerships facilitated by IMS!

Market Place, the new version of Speed Meeting, allowed the concretisation of 12 partnerships in 2 hours on the 4th of July 2018 at the Centre Culturel Scheiss, with the support of the City of Luxembourg. A preparation workshop had been held in May to support associations in defining their offers and needs to companies.



In numbers

- Over 95 associations participated since the project's launch in 2013
- 7 partnerships sealed in 2018
- 22 projects on the Part&Act platform



Partners With Impact

Organised jointly by IMS Luxembourg and the Ministry for Work, Employment and the Social and Solidary Economy, ULESS and 6zero1, the Partners With Impact Project aims to stimulate the development of new partnership models in Luxembourg by providing tools and methodologies, as well as promoting sharing and connections.

Co-Creation workshops: treating the topic of the inclusion of LGBTI individuals collectively

A new cycle of workshops was launched to bring several actors around the table to address a new subject collaboratively and constructively: the inclusion of LGBTI individuals. During two workshops, reflections were led around the key stakes of this topic, well-being and health at work as well as the recruitment and loyalty of employees. The project continues into 2019.



Employing the skills of IMS member companies to serve the social and solidary economy

In 2018, IMS supported six social and solidary enterprises – Tricentenaire, Yolande coop, the Ligue HMC, Youth & Work, CNDS and SIPO – in the framework of three skill workshops. During 4 hours, a total of 20 volunteers shared their skills and brought in their expertise around different missions: marketing, fundraising, strategy, ...



In numbers

- 3 workshops
- 20 volunteers
- 240 hours volunteered

➤ New status: associated members

Since its early days, IMS Luxembourg has worked with associations and social and solidary enterprises with one goal: facilitating and promoting the collaboration between our member companies for greater impact and social innovation. IMS thus launched the “associated members” status at the end of 2018. Entirely free and targeting NGOs, associations and Societal Impact Companies based in Luxembourg, this new status gives access to the whole Part&Act project: events, publications, Part&Act platform, ...

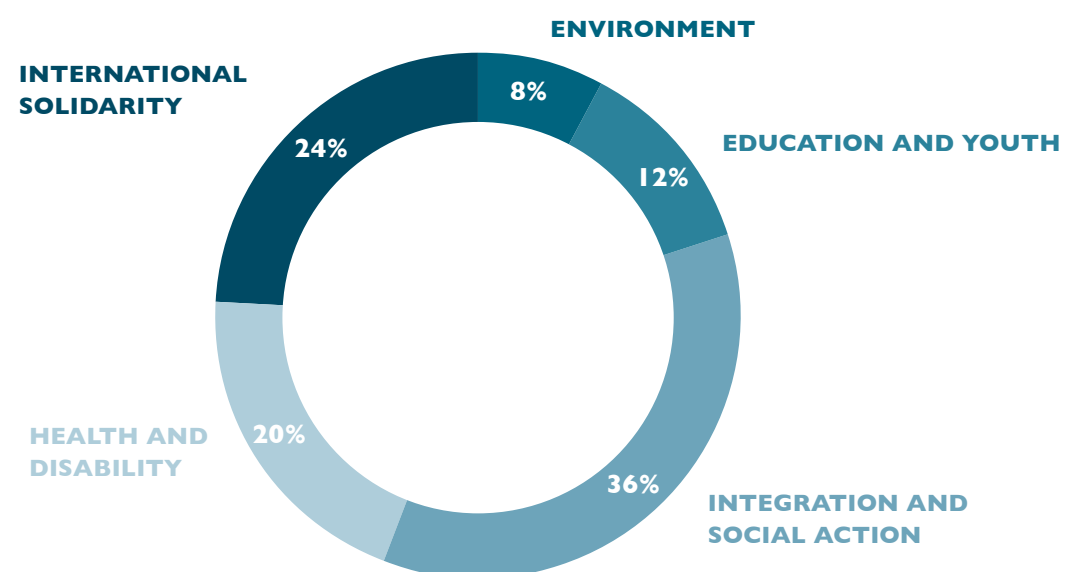
For the network corporate members, the associated member status allows for simplified contact and sharing with the social and solidary economy sector thanks to the privileged relationship fostered by the Part&Act project.



In 2018, 20 associations and social and solidary enterprises joined us:

- | | |
|----------------------------------|---------------------------------------|
| → Ecosol Sanem | → Time For Equality |
| → ELA Luxembourg | → Fondatioun Kribskrank Kanner |
| → ECPAT Luxembourg | → ASTI |
| → Du Pain Pour Chaque Enfant | → Luxnetwork |
| → Fondation Follereau Luxembourg | → Jonk Entrepreneuren Luxembourg |
| → Tricentenaire | → PEmweltberodung Lëtzebuerg |
| → Shining Hope Foundation | → Sportunity |
| → Coup de Pouce | → Mir wëllen iech ons Heemecht weisen |
| → Youth & Work | → Passerell |
| → Padem | → Nyki |

Main fields of actions of the associated members:





PLANET

Protecting what we eat and drink, preserving the quality of the air we breathe, conserving the climate we know, taking care of the biodiversity we rely on and promoting a new and resilient agriculture. The last IPCC report attests that the average temperature across the planet surface rose by +1°C between 1901 and 2012.

The climate changes that are underway generate unprecedented challenges and sometimes entail irreversible consequences for the Earth ecosystems and for mankind.



■ Tackling climate change

■ Towards zero waste

Tackling climate change



PLANET

Climate change has become a reality we all need to face and act upon. It threatens the global development of companies and impacts our planet across regions and fields of activity.



➤ Sustainable territories

Financed by the Ministry for Sustainable Development and Infrastructures in the framework of the Climate Pact, IMS supports local governments and companies established on the national territory on chapter 6: communication and collaboration. Our mission is to promote sustainable development and to create alliances around innovative projects, doing it by territory or by theme.

In 2018, we have consolidated our presence in the territories of the ZAE R. Steichen in Bascharage, Leudelange, Cloche d'or, Dudelange/Bettembourg and the Kirchberg plateau.

Mobility remains the key theme generating interest and frustration amongst companies and local governments.

In numbers

- 5 territories
- 17 workshops
- 57 companies



Cloche d'or: sustainable mobility and promotion of soft mobility

Following the Positive Drive campaign, we continued to mobilize and provide information to strengthen the multi-modal nature of employees' travel, the smart management of parking spaces, the creation of car sharing communities through the promotion of the "Co-Pilote" app and the promotion of electric mobility.

The working group (made up of companies on the area: Alter Domus, Auchan, BNY Mellon, Deloitte, Ceetrus Luxembourg, the European Commission, the Lycée Vauban, POST and PwC) met up four times during the year and implemented a tracking of progress enabled by the members willingness. They are particularly concerned by the upcoming lack of parking spaces due to the mass arrival of employees to the area, and the participation of public actors like AVL, RGTR and the National Road Administration.



ZAE Robert Steichen Bascharage: strengthened presence and pooling of services

Over 2018, we continued to reinforce our presence in the area through different initiatives: reflections with five companies (Foostix, Pizzeria Samariano, Peoportte, ProActif, SuperDrëckschescht) on improving the issue of the lack of options for employees to eat lunch in and around the area; promotion of the mutualisation and exchange of services between neighbours, either between both companies (Bressaglia, Delphi, Fall Protect, Pains & Traditions, Sales Lentz, Tontarelli) and public institutions (Commune of Käerjeng).



Bettembourg/Dudelange: a network of companies

In collaboration with MyEnergy and the municipalities of Bettembourg and Dudelange, we set up a pilote project “network of companies Bettembourg-Dudelange” in 2017. Following growing interest from the companies, we organised a workshop about mobility in 2018.

Leudelange: promotion of the CoPilote app

IMS Luxembourg organised an information meeting with the companies from the area, the municipality of Leudelange and the MDDI to raise awareness of the main principles of the MODU 2.0 governmental strategy for sustainable mobility and the new public mobile application for ride sharing “CoPilote”.



Kirchberg: mobility campaign Positive Drive

We launched a second edition of the Positive Drive Campaign on the Kirchberg territory, continuing our partnership with LuxMobility as facilitators and experts. The objective: understanding the behaviours and modes of transportation of the employees working in Kirchberg.

For 6 weeks, we have followed the journeys of 326 employees from 8 Kirchberg-based companies (ABB, Allen&Overy, Arendt & Medernach, European Investment Bank, Chamber of Commerce, KPMG, Linklaters, ONET) through the Positive Drive app and a gamification system.

The results of our analyses were made public during a conference at Mudam.

Every participating company was given an individual report.

The study is available for our members upon request.

The working group met three times throughout the year to implement the campaign, address the needs of participating companies and develop communication tools to effectively spread the information amongst all employees.



In numbers

- 127 170 km recorded over 6 weeks
- Over 3 million GPS points analysed
- 7 out of 10 people take their car to Kirchberg, to cover less than 5km each.



Towards zero waste



PLANET

Reducing waste first and foremost requires a revolution in our modes of production and consumption.



➤ Food Waste Zero

With the support of the Ministry for Sustainable Development and Infrastructures, IMS identifies innovative projects adapted to the need of companies and local authorities to fight against climate change.

The project FoodWaste Zero supports and instigates initiatives aiming to reduce food waste in companies, accompanying them in their process and offering innovative pilot projects and events.

The Challenge

In the framework of the Transition Days organised by CELL, IMS invited members and non-member to a co-creative morning. Inspired by European speakers involved in promising projects, over 60 participants worked on four stakes: the optimisation of production and service, the collection of data and statistics, the involvement of the consumers, and the creation of streams for unsold surpluses.



In numbers

- Over 60 participants
- 9 projects have retained IMS and CELL's attention as promising initiatives on this topic

An interactive lunch to see the practical application of the Third Industrial Revolution

Over a year after the launch of the Third Industrial Revolution Strategic Study for Luxembourg, IMS Luxembourg wished to support its members in the implementation of concrete measures tied to it, as well as promote existing best practices across its network.

IMS thus offered an interactive lunch on March 14th, 2018 in collaboration with the Ministry for Sustainable Development and Infrastructures, OUNI, myFood and Sodexo. For two hours, participants have discovered, in practice, the efforts led by four companies in the food sector, in terms of sustainable development, traceability and fight against food waste.



➤ Zero Single-Use Plastic

Looking to positively influence the environmental impact of human activities, IMS Luxembourg has instigated a new project aiming to reduce plastic pollution, especially caused by single-use plastics. Indeed, the latter represent 70% of the waste found on European beaches.

In order to involve member companies at a strategic level, IMS encouraged them to sign a manifesto including not only the products targeted by the future EU directive, but going beyond this ambition.



To prime this project, IMS organised:

- A conference to address the challenges with interventions from ADEME Grand Est, the European Commission, Viasourcing, PwC and OUNI in June 2018
- A launch evening for the manifesto during the CEO Sustainability Club in September 2018: 22 signatories pledged
- A first working group in October with the objective to identify existing practices reducing single-use plastics
- Six workshops on three topics (office supplies, restauration and events) between November and December 2018 with over 130 participants from 38 different companies to collectively find sustainable solutions
- Two full features in the SUSTAINABILITY MAG #06 and #07.



In numbers

- 44 signatories by end of 2018
- 12 products targeted



PROSPER

The economic pillar cannot possibly be neglected when speaking about sustainable development. On the contrary, it is a fundamental pillar since, objectively, the social, societal and environmental performance support the overall improvement of long-term financial results for companies.

The IMS network thus supports its members to identify the primary focus for action when it comes to CSR, allowing each company to concentrate its development efforts on tomorrow's solutions, following a logic of performance, innovation and responsibility.

A responsible organization attracts and retains its talents, optimizes its costs and generates sustainable performances.



- Responsible consumption & production
- A new economic approach
- Social economy
- Transparency & Reporting

Responsible consumption & production



PROSPERITY

To ensure that economic growth doesn't impede on environmental and social health, we ought to adapt our modes of production and consumption.



> Purchases Out of the Box

In the continuation of the purchasing workshops, IMS launched a purchasing club in 2018 to bring together purchasing professionals in a framework of exchange and privileged sharing between pairs. They have met regularly during "Purchases Out of the Box" sessions to explore precise themes, challenges and practical applications, with the support of Viasourcing. A few days after these sessions, participants could dive deeper into a topic linked with the previous club during a one hour webinar.

The topics addressed: the changing profession of buyers with a focus on paper, defining and adapting selection criteria with a focus on the end-life of purchases, involving stakeholders in the sustainable purchasing process with a focus on intellectual service providers.



In numbers

- 3 Club meetings
- 3 webinars
- 20 participating companies

A new economic approach



PROSPERITY

A new economic approach is slowly defining itself and is repositioning individual and environmental considerations at the heart of considerations. A reasoned development of the economy is being impulsed.



> Fight against over-indebtedness

The Partners with Impact project, with the Ministry for Work, Employment and the social and solidary Economy, ULESS and the 6zero1, was dedicated to the topic of over-indebtedness in 2017. During 4 afternoons, around 60 volunteers from abroad range of sectors met to imagine solutions and initiatives to better prevent situations of over-indebtedness.

In 2018, following this cycle of co-creative workshops, IMS published a thematic report on the issue. It provides a synthesis of the reflections and the work generated across all four workshops, and offers an overview of the challenge of over-indebtedness in Luxembourg: numbers and key information, progress of the workshops and concrete solutions.

In numbers

- A 12-pages report
- 3 cooperative projects
- 60 participants



Social economy



PROSPERITY

A company whose profits are solely used to produce social or environmental value for the community which hosts it... This is the simple definition of social and solidarity-based companies.



➤ Luxembourg CEO Sustainability Club

Breakfast club: When “business” is combined with “social”

On April 10th, 2018, the EIB hosted a breakfast reserved to our member CEOs, aiming to discover organisations who successfully ventured into the social enterprise adventure. Participants listened to the testimonies of the CEOs of McCain (multinational) and Buderus (Luxembourg) who are developing innovative business models serving the most vulnerable population segments and thus contributing to the creation of shared value.



Debate dinner: Y, Z, the changing rules of the game

On September 11th, 2018, Emmanuelle Duez delivered a unique analysis of current societal changes through a generational lens. The rules of the game are changing, especially within companies. How can they prepare themselves?

During this dinner, attended by Nicolas Schmit, Minister for Work, Employment and the social and solidary Economy, and with the support of AG2R La Mondiale, participants discovered Emmanuelle Duez's particularly impactful perspective on the evolution of the world of work. Her intervention guided the audience through a deep understanding of the symptoms of this profound questioning of the traditional corporate model.



Launch of the Zero Single-Use Plastic Manifesto

During the debate dinner on September 11th, IMS called onto the attending corporate leaders to sign the Zero Single-Use Plastic manifesto. The aim is simple: eliminating single use plastic in companies by the end of 2020.

22 companies signed the manifesto on its launch. 19 other followed the movement throughout 2018.



Focus group: Reflections around the potential of the social and solidary economy in Luxembourg

Building on the acknowledgement of the profound arising and ongoing societal changes, IMS Luxembourg gathered leaders from its network (Buderus, Pall Center, Coeba, ONET, Elisabeth, Inn pact and Agence Immobilière Sociale) as well as ULESS and the Ministry for Work, Employment and the social and solidary Economy for a shared reflection session around the topic of the social and solidary economy in December 2018.

The aim: to determine which major changes and societal challenges companies would be best equipped to get involved in. Many challenges were mentioned and led to the highlighting of several needs for social innovation.

Transparency & Reporting



PROSPERITY

Either at the level of the society, the state or the management of companies, transparency has become a principled requirement and a recurring obligation.



➤ Training: analysis of materiality, key step in the CSR strategy

On July 10th, 2018, the BCEE hosted a training aiming to support leaders and CSR managers in their identification of the themes that are most relevant to their organisation through an analysis of materiality.

Reducing emissions, gender balance, waste reduction, involvement with associations... companies are often overwhelmed by the vastness of options. How to prioritise between environmental, social and economic stakes? How to determine what will be most useful in a CSR strategy?

This training, led by Forethix, taught participants how to decipher, build and improve their materiality matrices, key step in defining a CSR strategy.



In numbers

- 23 participants
- 2 testimonies by BCEE and ArcelorMittal

Sustainability Mag

Twice a year, IMS published its SUSTAINABILITY MAG.

In 2018, the #06 and #07 editions were distributed to all members of the network.



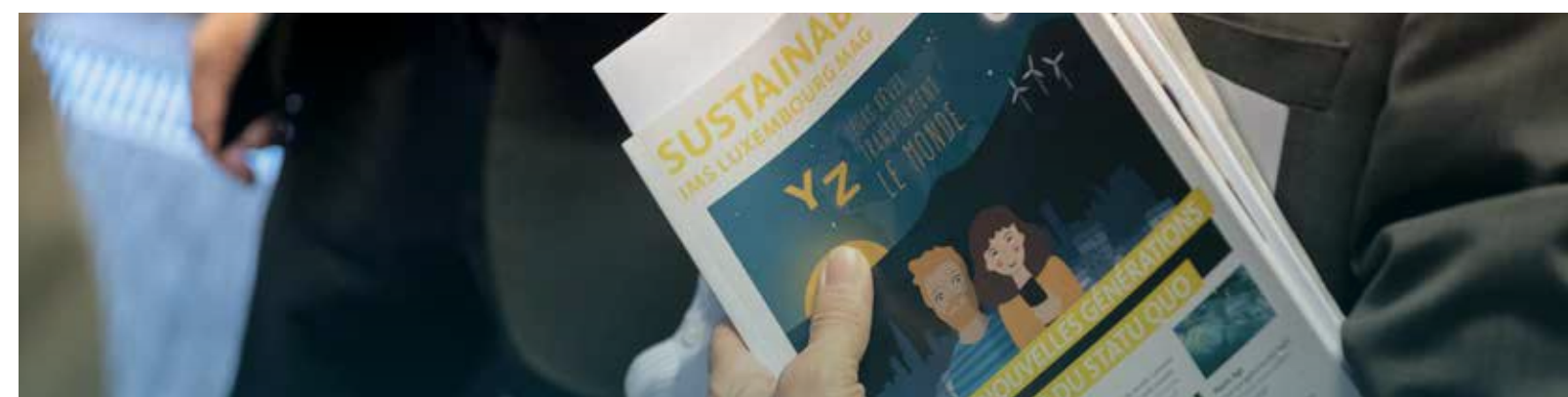
The Grand Format of this sixth edition is dedicated to the new generations with an interview of Emmanuelle Duez, a great expert on generational issues. Also you will find special section on plastic, corporate gardening or digital impacts. The opportunity also to read again about the People's Vote Projects with the winners.

Following the launch of the ZERO SINGLE-USE PLASTIC Manifesto, find the Grand Format devoted to this subject: decipher received ideas, find testimonials of the signatory companies and learn more about the hidden side of plastic pollution. A complete dossier is devoted to gender equality with an interview of Raphaël Liogier. Also you will find a topic on over-indebtedness in Luxembourg, an interview with the artist Mishka Henner, analyses of the project Positive Drive Kirchberg ...



All editions are available for IMS members upon simple request.

Find all of IMS's publications on www.imslux.lu



Awareness-raising through media

Committed to continuously share information about its activities and projects, IMS Luxembourg implements a press relation strategy. The network is regularly cited in national press through its numerous events, as well as through the valorisation of the best practices of its members.

In 2018:

We count over 200 press coverages, across all media. Our press review is available upon simple request to the IMS team (exclusively for IMS Luxembourg members).

- Over 200 press coverages
- 10 press releases
- Over 700 followers on Twitters
- Over 3 500 connections on LinkedIn
- Over 20 000 views across all Youtube videos
- Over 76 000 consultations of the IMS website in 2018
- Over 8 800 photos of events available on Flickr



→ A STRONG PRESENCE ON SOCIAL MEDIA



Follow IMS and its members on the different online platforms:

Like, follow and share!



2018 IMS Events

→ Conferences and Workshops

In 2018, a satisfaction survey was sent to the participants of each event in order to ensure that members' needs and expectations were met. 31 events were evaluated, and 98% of respondents would recommend IMS events.

JANUARY 19TH

Skill workshop at 6zero1 - 13 participants for Tricentenaire et Yolande Coop

JANUARY 30TH

Working Group Kirchberg: Positive Drive Mobility Campaign, at Allen & Overy - 8 participants

Speaker: Gaëlle Tavernier - IMS Luxembourg

JANUARY 31ST

2018 Activity program presentation and welcoming of new IMS members at Raiffeisen - 68 participants

Speakers: Patrick Borschette - Raiffeisen, Anna Prager - Linklaters, Catherine Wurth - BGL BNP Paribas, Jenny Martinez - Alter Domus, Marc Wagener - Chambre de Commerce, Marlène Gigant - Médiation, Laurence Graff - Sodexo, Christian Scharff, Nancy Thomas, Paula Marques, Aurélien Mayer, Catia Fernandes, Lorraine Marquis, Marie Sauvignon, Pierrick Kinif, Armelle Duvieusart, Gaëlle Tavernier, Ricarda Braun - IMS Luxembourg

FEBRUARY 7TH

Working group ZAE Robert Steichen Bascharage : access to local food vendors - 5 participants

Speakers: Josée-Anne Siebenaler-Thill - Commune de Käerjeng, Gaëlle Tavernier - IMS Luxembourg

FEBRUARY 20TH

Preparation workshop for the Luxembourg Diversity Day at the Chambre de Commerce - 45 participants

Speakers: Joana Ribeiro - Statec, Mylène Lefebvre - Société Générale, Alexandre Villiere - Sodexo, Catia Fernandes - IMS Luxembourg et Jan Glas

MARCH 9TH

Diversity Network at Vodafone - 23 participants

Speakers: Sean Cosgrove, Sonia Hernandez, Karl Burns et Kim Hurst - Vodafone, Sabina Guerrero - The Job Tailors

MARCH 9TH

Food Waste Zero, The Challenge at Carré Rotondes - 67 participants

Speakers: Food4All, United Against Waste CH, Les Acteurs Anti-Gaspi, ResQ Club

MARCH 12TH

Working group Cloche d'Or: sustainable mobility and promotion of soft mobility at PwC - 6 participants

Speakers: Gilles Caspar - Ministère of Sustainable Development and Infrastructure, Joël Fernandes - Leaseplan, Gaëlle Tavernier - IMS Luxembourg

MARCH 14TH

Third Industrial Revolution on your plate at Reimerwee - 21 participants

Speakers: Mickaël Gandecki - myFood, Camille Gira - Ministère du Développement Durable et des Infrastructures, Laurence Graff - Sodexo, Gaëlle Tavernier - IMS Luxembourg, Ouni et Eurest

MARCH 27TH

Working Group Cloche d'Or: sustainable mobility and promotion of soft mobility at PwC - 3 participants

Speakers: Gilles Caspar - Ministère du Développement Durable et des Infrastructures, Gaëlle Tavernier - IMS Luxembourg

MARCH 27TH

Working Group Kirchberg: Positive Drive Mobility Campaign at KPMG - 9 participants

Speakers: Katrijn Van Damme et Matthias Pinter - Fonds Kirchberg, Andreas Röhl - Gehl Architects, Gaëlle Tavernier - IMS Luxembourg

APRIL 10TH

Luxembourg CEO Sustainability Club: When "business" is combined with "social" at the European Investment Bank - 20 participants

Speakers: Francisco de Paula Coelho - BEI, Jean Bernou - McCain, Benoît Lespagnol - Buderus Luxembourg

APRIL 20TH

"Purchases Out of the Box" Club at Hôpitaux Robert Schuman - 21 participants

Speakers: Sandrine Grumberg - viasourcing, Bernard Vidali - Hôpitaux Robert Schuman, Lorraine Marquis - IMS Luxembourg

MAY 17TH

8th official signature session of the Diversity Charter Lëtzebuerg at BGL BNP Paribas - 88 participants

Speakers: Ann De Jonghe, Fabienne Dasnoy - **BGL BNP Paribas**, Corinne Cahen - **Ministère de la Famille**, de l’Intégration et à la Grande Région, Michael Stuber - **The European D&I Engineer**, Gina Arvai - **Geisskaan Kollektiv**

MAY 22ND

Working group Kirchberg: Positive Drive Mobility Campaign at **Allen & Overy** - 6 participants

Speakers: **Banque Européenne d’Investissement**, Linklaters, Gaëlle Tavernier - **IMS Luxembourg**

MAY 28TH

“Happiness at Work: myth or reality? – the psychosocial risks” cycle at **ING Luxembourg** - 77 participants

Speakers: Julien Bossu - **CDCL**, David Büchel - **Chambre des Salariés**, Dr. Jean-Marc Cloos - **Hôpitaux Robert Schuman**, Stéphanie Moulin - **ING**, Dr. Patrizia Thiry - **ASTF**, Virginie Stevens - **Pétillances**

MAY 31ST

Preparation workshop for the Market Place at BGL BNP Paribas - 15 participants

Speakers: Catherine Wurth - **BGL BNP Paribas**, Sandrine Guivarch - **Handicap International**, François-Xavier Dupret - **Cercle de Coopération des ONG de Développement**

JUNE 5TH

Annual General Assembly and presentation of the 2017 Annual Report at **Société Générale** - 45 participants

Speakers: Christian Scharff and Nancy Thomas, **IMS Luxembourg**

JUNE 6TH

Working group Dudelange / Bettembourg: mobility and urban infrastructures - 8 participants

Speakers: **Commune de Bettembourg**, **Commune de Dudelange**, **le Service Écologique** et **le Service Circulation**, Gaëlle Tavernier - **IMS Luxembourg**

JUNE 13TH

Zero Single-Use Plastic workshop at **PwC** - 23 participants

Speakers: Nancy Thomas - **IMS Luxembourg**, Sandrine Grumberg - **Viasourcing**, Rébecca Maroko - **Innpact & Ouni**, Christophe Reif - **ADEME Grand Est**, Paulo Da Silva Lemos - **Commission Européenne**

JUNE 18TH

Skills workshop at **6zero I** - 14 participants for **Ligue HMC** et **Youth & Work**

JUNE 28TH

“Purchases Out of the Box” Club Webinar - 2 participants

Speaker: Sandrine Grumberg - **viasourcing**

JULY 2ND

Working group Leudelange: mobility, promotion of the CoPilote application at **LaLux** - 12 participants

Speakers: Gilles Caspar, **Ministère du Développement Durable** et **des Infrastructures**, Jean-Paul Suwwen et Marc

Schmit - **Commune de Leudelange**, Gaëlle Tavernier - **IMS Luxembourg**

JULY 4TH

Marketplace Part&Act at **Centre culturel Schéiss** at **Ville de Luxembourg** - 54 participants

JULY 10TH

Diversity Network - Gaymat at **Hôtel de ville d’Esch-sur-Alzette** - 26 participants

Speakers: Pim Knaff - **Ville d’Esch-sur-Alzette**, Enrica Pianaro - **Centre d’Information GAY** et **LESbien CIGALE**, Frédéric Trierweiler - **Luxembourg LGBT Allies Network**

JULY 10TH

Training “Materiality Analysis: a key step in the CSR strategy” at **BCEE** - 23 participants

Speakers: Stéphanie Deltenre, **Forethix**, Myriam Baltes - **BCEE** et Alize Chiron - **ArcelorMittal**

JULY 11TH

Working group ZAE Robert Steichen Bascharage at the area - 19 participants

Speakers: Josée-Anne Siebenaler-Thill - **Commune de Käerjeng**, Gaëlle Tavernier - **IMS Luxembourg**

JULY 26TH

Training “Managing Diversity – part I” at the **House of Training Luxembourg** - 8 participants

Speakers: Christina Constantinidis - **Université de Luxembourg**, Catia Fernandes - **IMS Luxembourg**

SEPTEMBER 11TH

Luxembourg CEO Sustainability Club “Y, Z, the changing rules of the game” at the **Table du Belvédère** - 55 participants

Speakers: Emmanuelle Duez - **The Boson Project**, Nicolas Schmitt - **Ministre du Travail**, de l’Emploi et de l’Economie sociale et solidaire

SEPTEMBER 12TH

Diversity network “Managing ages – building an inclusive culture” at **Linklaters** - 9 participants

Speakers: Catia Fernandes - **IMS Luxembourg**, Daniel Danso - **Linklaters**

SEPTEMBER 19TH

Positive Drive Kirchberg: awarding of prizes and presentation of the results at **Mudam** - 76 participants

Speakers: François Bausch - **Ministre du Développement Durable** et **des Infrastructures**, Patrick Van Egmond - **LuxMobility**, Gaëlle Tavernier - **IMS Luxembourg**

SEPTEMBER 21ST

Purchases Out of the Box buyers Club “Selection criteria: how to define and adapt them?” at **Deloitte** - 15 participants

Speakers: Guillaume Laurent - **Deloitte**, Sandrine Grumberg - **Viasourcing**

OCTOBER 11TH

Cloche d’or - developments and mobility 2018 – 2023 at **PwC** - 27 participants

Speakers: Nicolas Louvet - **6t**, David Tron - **Ministère du Développement Durable** et **des Infrastructures**, Anne Pickard - **CFL**, Elodie Dumetier - **SODEVAM**, Dominique Laurent - **PwC**, Gaëlle Tavernier - **IMS Luxembourg**

OCTOBER 12TH

Réduction du gaspillage alimentaire dans les contrats de catering, à la **Chambre de commerce** - 20 participants

Speaker: Robert Renaerts - **CODUCO**

OCTOBER 17TH

Zero Single-Use Plastic: exploring solutions at **Wildgen** - 36 participants

Speakers: Sandrine Grumberg - **Viasourcing**, Samia Rabia - **Wildgen**, Nancy Thomas and Solène Padeletti - **IMS Luxembourg**

OCTOBER 18TH

Training “Managing Diversity – Part 2” at the **House of Training Luxembourg** - 8 participants

Speakers: Paula Marques - **IMS Luxembourg**, Catia Fernandes - **IMS Luxembourg**

OCTOBER 25TH

Co-Creation workshop “Diversity, inclusion of LGBTI persons” at the **Maison de l’Economie Sociale et Solidaire (MESIS)** - 25 participants

Speakers: Romaine Boever - **Ministère de la Famille**, Jean-Christophe Burkel - **ULESS**, Harry Ghillemyn - **Linklaters**, Rime Louhaichi - **Philiade**, Nicolas Pirat Delbrayelle - **L’Autre Cercle**, Frédéric Trierweiler - **State Street**, Catia Fernandes, Lorraine Marquis et Nancy Thomas - **IMS Luxembourg**

OCTOBER 30TH

Purchases Out of the Box Webinar – Accounting for product end-life in selection criteria and tenders - 4 participants

Speakers: Sandrine Grumberg - **Viasourcing**

NOVEMBER 5TH

Happiness at work cycle: the right to disconnection at **Allen & Overy** - 45 participants

Speakers: Lydie Recorbet - **ORSE**, Nathaël Malanda and Magali Maillot - **Allen & Overy**, Marco Boly - **ITM**, Marc Schernberg - **PwC**, Nancy Thomas - **IMS Luxembourg**

NOVEMBER 7TH

Skills workshop at the **Maison de l’Economie Sociale et Solidaire (MESIS)** - 13 participants for **CNDS** and **SIPO**

NOVEMBER 15TH

Launch of the (Handi)Cap’Emploi working group: implementation in the company at the **Biergercenter** - 21 participants

Speakers: Gwénaél Berthélemé - **Sense-RH** / **RMB Développement**, Catia Fernandes - **IMS Luxembourg**

NOVEMBER 22ND

Mobility in Kirchberg: next step at **BGL BNP Paribas**, 19 participants

Speakers: Patrick van Egmond - **LuxMobility**, Nancy Thomas - **IMS Luxembourg**

NOVEMBER 26TH

Zero Single-Use Plastic: office equipment workshop 1 at **ABB L** - 15 participants

Speaker: Solène Padeletti - **IMS Luxembourg**

NOVEMBER 27TH

Zero Single-Use Plastic: catering workshop 1 at **AXA** - 16 participants

Speaker: Solène Padeletti - **IMS Luxembourg**

NOVEMBER 29TH

Zero Single-Use Plastic: events workshop 1 at the **Luxembourg Stock Exchange** - 9 participants

Speaker: Solène Padeletti - **IMS Luxembourg**

NOVEMBER 29TH

Co-Creation workshop “Diversity, inclusion of LGBTI people” at the **Maison de l’Economie Sociale et Solidaire (MESIS)** - 15 participants

Speakers: Brendan Byrne - **Accenture Ireland**, Rime Louhaichi - **Philiade**

NOVEMBER 29TH

Cloche d’Or working group: Sustainable mobility and promotion of soft mobility at **PwC** - 12 participants

Speakers: Gilles Peters - **Ville de Luxembourg**, Dominique Laurent - **PwC**, Nancy Thomas - **IMS Luxembourg**

DECEMBER 11TH

Purchases out of the Box Buyers Club: “How to involve stakeholders in a sustainable purchasing approach?” at **CACEIS** - 17 participants

Speakers: Yveline Herfeld - **Caceis**, Dominique Domingues - **Caceis**, Sandrine Grumberg - **Viasourcing**, Lorraine Marquis - **IMS Luxembourg**

DECEMBER 13TH

Zero Single-Use Plastic: office equipment workshop 2 at **ABB L** - 13 participants

Speaker: Solène Padeletti - **IMS Luxembourg**

DECEMBER 17TH

Zero Single-Use Plastic: catering workshop 2 at **AXA** - 11 participants

Speaker: Solène Padeletti - **IMS Luxembourg**

DECEMBER 18TH

Zero Single-Use Plastic: events workshop 2 at the **Luxembourg Stock Exchange** - 10 participants

Speaker: Solène Padeletti - **IMS Luxembourg**

DECEMBER 18TH

Cloche d’Or working group: Sustainable mobility and promotion of soft mobility at the **Ministry of Transport and Public Works** - 5 participants

Speakers: Sergio Prado - **Ministry of Sustainable Development and Infrastructure**, Joël Piccatti - **Ministry of Transport and Public Works**, Sam Jacoby - **Verkéiersverbond**, Nancy Thomas - **IMS Luxembourg**

→ External interventions

FEBRUARY 6TH

Tuesday's Session at House of Entrepreneurship
Organiser: House of Entrepreneurship

FEBRUARY 8TH

13th Global Issues Network Conference : Facilitating Sustainable Change with Environmental and Social Initiatives at Chambre de Commerce
Organiser: ISL

MARCH 13TH

NGO and associations event in Luxembourg: become an association linked to the FNEL
Organiser: Up Consulting

MARCH 14TH

Presentation of the Diversity Charter to the Mexican delegation in Brussels
Organiser: Institute for the Equality between Women and Men (Brussels)

APRIL 18TH

The 3rd industrial revolution: time to change behaviours! At Le Royal Hotel
Organiser: The Network

MAY 14TH

The Queen of Ireland – Ciné Onu Screening
Organiser: Time For Equality

MAY 29TH

Klimapakt-Dag 2018: Implementing the Circular Economy
Organiser: My Energy

JUNE 12TH

Step by Step to a successful Diversity Day in Rotterdam
Organiser: DG Justice – EU Diversity Charters' Platform

JULY 3RD

Creating value together: Towards business partnerships between social economy enterprises and traditional businesses in Bruxelles
Organiser: European Commission, DG Grow

SEPTEMBER 22ND

RMLA's "Reform or Transform" conference in Wellington (NZ)
Organiser: The Resource Management Law Association (RMLA)

SEPTEMBER 24TH

The Impact Ecosystem Event at the City of Luxembourg (Cultural Centre Tramsschapp)
Organiser: LMDF

SEPTEMBER 27TH

Presentation of the 2020 Agenda at the MDDI
Organiser: Ministry for Sustainable Development and Infrastructures

NOVEMBER 22ND

Communicating Diversity – II National Forum for Diversity in Portugal
Organiser: Carta para a Diversidade

OCTOBER 16TH

IMS Presentation at the Business Building Association in Bridel
Organiser: Business Building Association

OCTOBER 25TH

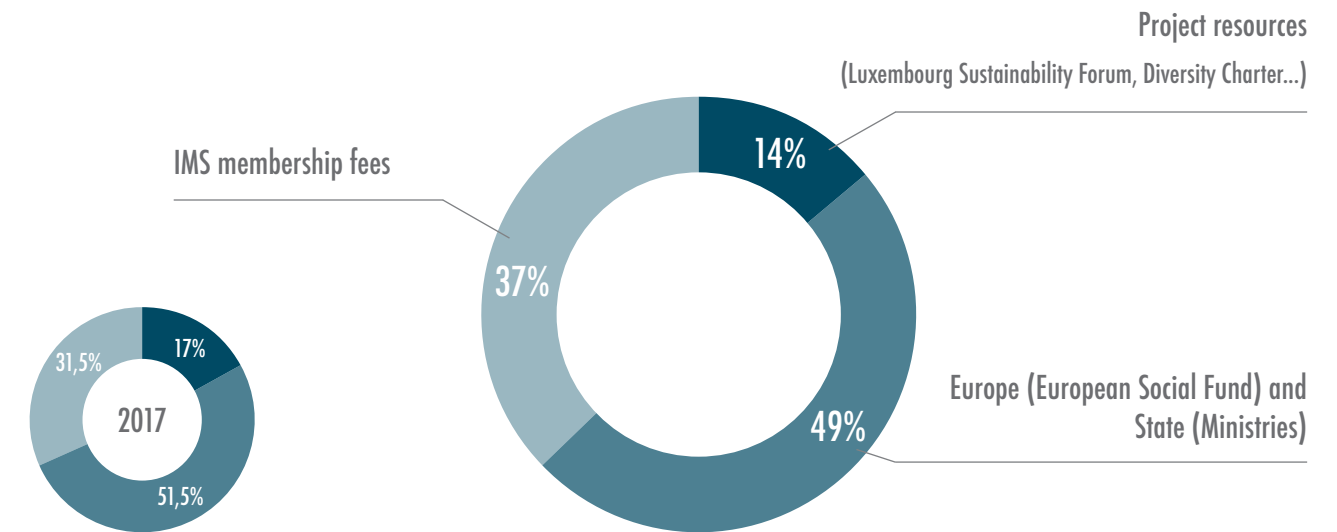
Presentation of the Partners with Impact project to the PAN LGBTI Interministerial Committee
Organiser: Ministry for Family, Integration and the Greater Region

DECEMBER 18TH

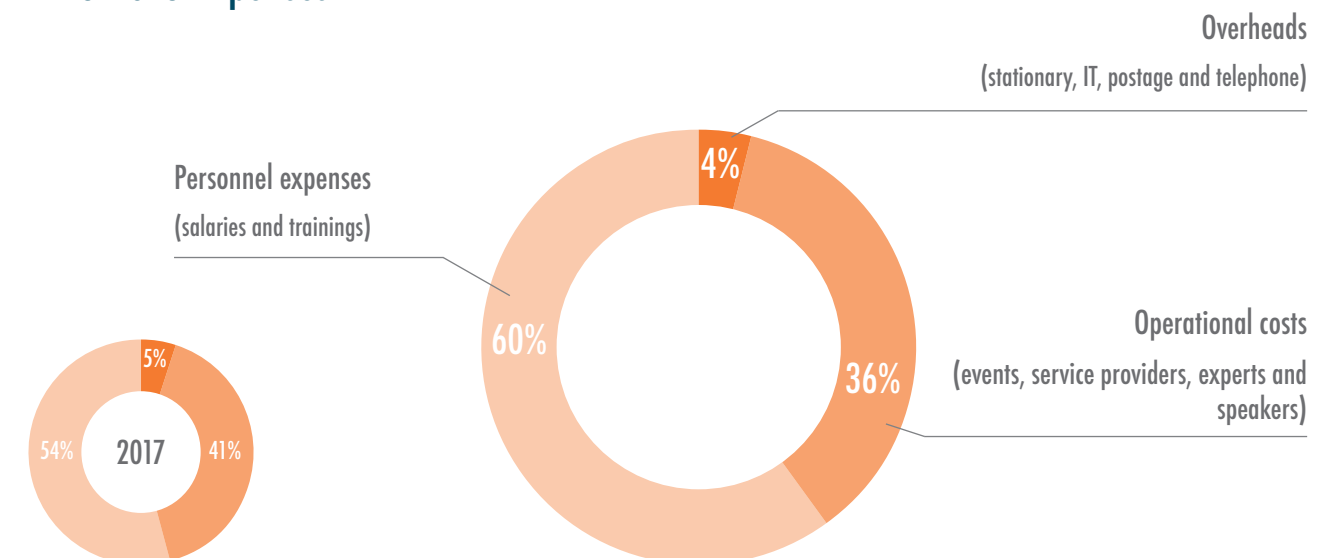
HR Meet & Learn
Organiser: RH Expert

Our 2018 accounts

→ IMS 2018 Resources



→ IMS 2018 Expenses



According to the grand-ducal order of May 30th, 2016, IMS Luxembourg is recognized as a public utility organisation and can thus offer its donors to deduce their donations from taxes.

European expertise

→ CSR Europe



IMS Luxembourg is the national representative of CSR Europe. The team fosters regular discussions with its homologues across Europe on all CSR topics. In 2018, IMS participated in two working meetings with its homologues.



→ European Commission



As the promoter of the Diversity Charter Lëtzebuerg, the national charter against discrimination and for the promotion of diversity management, IMS regularly meets representatives of the European Commission's General Direction for Justice and of other charters across Europe. The Luxembourgish charter's governance model is an example for its European peers. In 2018 IMS participated in 3 meetings of the Diversity Charters platform which groups 19 charters.

Responsibility to
MOVE BEYOND
THE STATUS QUO
Shaping up new ways of
THINKING

DREAM OF THE POSSIBILITIES
Sustainability as a driver for
INNOVATION
Bringing solutions for
**SUSTAINABLE
PROSPERITY**
GENERATE POSITIVE IMPACT
Business with a
PURPOSE



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Members of the IMS Luxembourg network in 2018



Luxembourg's leading network for Corporate Responsibility

IMS Luxembourg
B.P. 2085
L-1020 Luxembourg

Headquarters:
33 rue du Puits Romain
L- 8070 Bertrange

Tel: +352 26 25 80 13
info@imslux.lu
www.imslux.lu

Find us on:
LinkedIn, Twitter, Facebook, Youtube et Flickr

