

Luxembourg, October 7, 2025

DIVERSITY AWARDS 2025: Draw Inspiration from Best Practices to Act

The 6th Diversity Awards ceremony took place on Monday, 6 October 2025. Held every two years, these awards highlight the best national practices promoting diversity.

The 2025 edition

This year, 29 applications were received. These applications were reviewed and selected by a pre-jury of 18 independent experts, followed by a jury of seven members, chaired by Yuriko Backes, Minister for Gender Equality and Diversity, and Sponsor of the Diversity Charter, who named the winners from among the shortlisted candidates. Best practices are recognised in the following four categories:

1. **Recruitment, Welcome and Integration:** taking diversity into account in the recruitment, onboarding and integration processes for new talent within the organisation, or the onboarding and integration process within the company in the broader sense.
2. **Career Management:** reviewing HR processes with regard to the principles of non-discrimination and the promotion of diversity.
3. **Well-being and Working Conditions:** adapting workplaces and organisational methods to take into account the diversity of target audiences, and practices that promote a work-life balance.
4. **Communication and values of the organisation:** actions to integrate diversity values into the organisational culture, communication to internal and/or external stakeholders about commitments and actions implemented.

All initiatives submitted to the preliminary jury and the jury can be found [in the brochure](#) and [videos of the Diversity Awards Lëtzebuerg 2025](#). Each organisation is free to draw inspiration from these practices and replicate or adapt them as part of a long-term approach to continuous improvement.

2025 Trends

The trends identified during the pre-jury and jury discussions are clear:

- The organisations that applied proposed inspiring practices that are easy to implement and that will enable other organisations to replicate them.
- The nominated practices also include more comprehensive and strategic projects. This confirms a shift toward greater maturity among companies on issues of diversity and inclusion.

This year's winners

Congratulations to the organisations with the winning practices:

- 1. Category 1 – Recruitment, Welcome and Integration**
CFL – Empow(her)ing Journey
[Video of the practice](#)
- 2. Category 2 – Career Management**
A&O SHEARMAN – Supporting young parents and promoting inclusion through improved parental leave compensation
[Video of the practice](#)
- 3. Category 3 – Well-being and Working Conditions**
SPUERKEESS – Implementation of a structured, comprehensive concept of initiatives, policies, and activities aimed at improving the physical, mental, and social health of employees
[Video of the practice](#)
- 4. Category 4 – Communication and Values of the Organisation**
MINISTRY OF THE PUBLIC SERVICE – Diversity Week and Diversity Wall
[Video of the practice](#)

Congratulations also to the eight other practices nominated for the examples provided, as well as to all the organisations that submitted initiatives and are working to promote diversity and inclusion.

In her speech, Yuriko Backes, Minister for Gender Equality and Diversity, emphasised:

"The Diversity Awards remind us that diversity is not a box to be ticked, but a source of wealth to be cultivated. It is a driver of innovation, cohesion, and social justice—a prerequisite for sustainable development. The practices nominated and awarded this year are a testament to this."

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Links

The 2025 brochure:

https://imslux.lu/assets/publication/217/2025_10_06_DiversityAwards_brochure.pdf

Videos of the 12 nominated practices:

<https://youtube.com/playlist?list=PL6f8hEXaoLHBmNLhfZTTxBPIGmTXWr5o6&si=GnBZtCvEI6NuaCpC>

Photos credited to IMS Luxembourg: Photos of the ceremony will be available in the coming hours on the [IMS Luxembourg Flickr account](#).

Previous editions (2015 to 2023): <https://chartediversite.lu/en/pages/diversity-awards#PREVIOUS-EDITIONS>

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/ About the Diversity Charter Lëtzebuerg



Launched in 2012, the Diversity Charter Lëtzebuerg, promoted by IMS Luxembourg, is a commitment document that companies and organisations in Luxembourg can sign to pledge to promote diversity through concrete actions that go beyond the legal and regulatory requirements of non-discrimination.

The Charter is supported by seven privileged partners, both private and public. As a national charter, this text provides a common vision of inclusion. Its purpose is to contribute to improving diversity management and integration in the broadest sense in all spheres of life in the Grand Duchy. The Diversity Charter Lëtzebuerg has more than 350 signatories representing nearly 22% of the total workforce in Luxembourg.

Privileged partners of the Diversity Charter



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/ About IMS – Inspiring More Sustainability

Luxembourg's Leading Network for Corporate Responsibility

For the past 18 years, IMS has been the leading network of Luxembourg-based companies active in sustainable development. IMS is an independent, non-profit, and non-political organisation officially recognised as serving the public interest. Its mission is to inspire responsible strategies and practices among national economic actors. The network represents nearly 26% of Luxembourg's total payroll.

Since 2022, IMS Luxembourg has created and managed the Sustainability Academy – the only training institute in Luxembourg dedicated entirely to sustainable development.

IMS also acts as the national contact point for several international organisations, including: B Corp, Capitals Coalition, CSR Europe, the European Commission – Directorate-General for Justice, Mental Health at Work, the WBCSD (World Business Council for Sustainable Development), and is the local hub for the Inner Development Goals (IDG).