



IMS LUXEMBOURG
Inspiring More Sustainability



ACTIVITY REPORT

2022

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



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The President's word...

Tempus fugit.

What changes have we seen since IMS was first established 15 years ago?

At the time, the concept of sustainable development was in its infancy. We spent our time explaining what we wanted to talk about and “decoding” the idea.

We were still almost 10 years away from the Paris Agreement. We quickly built up a core group of around forty members, the vast majority of whom are still with us today.

After 5 years, we felt the first major change in direction. The subject has become “popular”. The media picked it up, and for our part we were able to move on from information to more action and concrete projects.

The second turning point came with COP21. We all understood the urgency of the situation, many of us began to think seriously, and we grew to around a hundred members and a dozen employees. But only the leaders' “vision” provided the inflection. No constraints, just a desire to do well.

The third inflection probably dates from 3 or 4 years ago, with the start of the regulatory avalanche. It's still in its infancy, but it's visible, planned and important. We then passed the symbolic 200-member mark and our workforce grew to 20 employees.

Along the way, we've tried to give impetus to various issues, such as diversity with the Charter, which also

celebrated its 10th anniversary, company/association collaborations with Part&Act, the ban on single-use plastics (well before the regulations), and many others.

We launched a high-quality magazine, now in its 14th issue, and an Academy of training courses...

That's a lot for a small non-profit organization. Your support, a formidable team driven by passion and a fierce desire to see our beautiful region evolve, lifts mountains.

But now we're up against the wall. We now have a 1.2°C temperature rise. Regulatory texts, pressure from the public, governments and activists make the subject “unavoidable”. An army of consultants has risen up to support the movement.

We're here, more motivated than ever, to help our members and as many others as possible navigate this increasingly complex field. We will continue to inform and train you on the tools you need, the latest trends and new initiatives. We've hit the wall.

Back to work!

Christian Scharff
President, IMS



...and the Director

In 2022, IMS celebrated its 15th anniversary, and on a personal note, my 10th year at the helm of the association! Each of these years has been marked by numerous innovations and projects proposed by the team to member companies and, more broadly, to numerous national stakeholders. So many developments! At the end of 2011, when I arrived, the association was at a turning point in its history with the move to action. I think it's fair to say that every day we are fulfilling the mission entrusted to us by the Board of Directors.

For our 15th year, we decided to mark the history of IMS with two announcements: the launch of the Sustainability Academy and the signing of an MoU - Memorandum of Understanding with the B Corp movement, making IMS the national contact point for the international network. These announcements reinforce the activities offered by IMS to companies in Luxembourg.

I must emphasize that I am particularly touched by the human adventure on two counts.

Firstly, being able to support a team and see it grow (in 10 years, we've gone from 3 to 20 employees) is a source of richness and inspiration for me. For several years now, we have been actively working together to ensure that our vision, mission and values govern our working environment. Each person is responsible for his or her own project and activities, and works independently. As we have grown, we wanted to continue on our path of collaborative transformation

by electing 4 colleagues without candidates, who will now be facilitating the exchanges of thematic groups internally. The aim is to make our processes as fluid and non-hierarchical as possible. The collective has all the solutions and we don't need managers.

Added to this are the human relationships and constructive exchanges we have with all the people who work in our member companies. IMS not only provides support and practical solutions, but also helps them to mobilize more support internally (particularly at the highest level), so that the issues are taken into account throughout the company.

On the occasion of IMS's 15th anniversary, I'd like to thank our team for their daily hard work and kindness, our Board of Directors who share our values and are deeply committed, the people involved in the association through their member companies, and all the national stakeholders who have put their trust in us and continue to do so!

What a richness! We must continue to redouble our efforts because the stakes are colossal and it is the role of IMS and the team to make Luxembourg a more prosperous and sustainable society.

Nancy Thomas
Director, IMS



The Board in 2022

Christian Scharff, PwC
President



Julien Demoulin, Sodexo
Vice-President



Bruno Renders, IFSB
Treasurer



Myriam Baltes, BCEE
Secretary



Sasha Baillie, Luxinnovaton
Board member



Julie Becker, Bourse de
Luxembourg
Board member



Corinne Bitterlich, KNEIP
Board member



Pascal Moisy, ArcelorMittal
Board member



Karine Rollot, Hôpitaux
Robert Schuman
Board member



Frédéric Vonner, PwC
Board member



The Board met 4 times in 2022:

- March 11 (at BCEE)
- June 9 (at IMS)
- July 19 (for the annual strategy seminar)
- November 7 (at Sodexo)

The Annual General Meeting was held on June 9 at the IFSB in Bettembourg. On this occasion, the members present and represented validated the 2021 annual accounts, the 2022 budget and the indexation of the association's membership fees. The members also approved the modification of the articles of association based on a charter of good governance put in place by the Board of Directors. The introduction of this charter led to 3 resignations (Valérie Arnold, Mirjam Bamberger and Frédéric Sabban) and 1 appointment (Frédéric Vonner). From now on, the Board of Directors will comprise a maximum of 10 members.

The Team in 2022

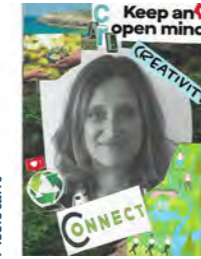
In 2019, the IMS team took part in a self-portrait workshop in collaboration with Mudam. This creative workshop entitled "Capturing Diversity" was developed by the museum as part of Diversity Day 2019 and the exhibition by American photographer LaToya Ruby Frazier. Since then, every new employee has taken a self-portrait on their first induction day (team members by 12/31/2022).



Nadia Azarfane
Communications &
Members Network Manager



Anne Behin
Sustainability Academy
Assistant



Laetitia Georgel
Project Manager-Territories
& Sustainable Development



Sandrine Grumberg
Sustainability Academy
Manager



Gabriela Guerrero Ordeñana
Project Manager Diversity
Charter Lëtzebuerg



Pierre Guillot
Project Manager Info Flow
Savvy Academy



Alexia Merel
Project Manager
(Hand)Diag



Laetitia Mitchell
Project Manager Pacte
Climat



Laura Mullenders
Project Manager Waste
Reduction Management &
Biodiversity



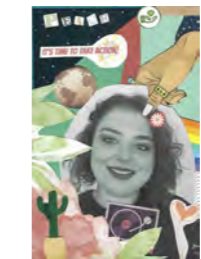
Sophie Öberg
Deputy Director



Lucie Rotario
Communications Officer



Marie Sauvignon
Sustainability Practice
Leader



Alicia Sells
Executive Assistant



Mélissa Strauss
Project Manager Digital
Challenge



Sarah Struvay
Project Manager Assistant
Waste Reduction Management



Priscilla Talbot
Project Manager LGBTI
Inclusion



Nancy Thomas
Director



Célia Vadala
Project Manager Diversity
Barometer

IMS would also like to thank its employees who have contributed to activities in 2022:

Matthieu Defrance, Marine Detry, Kévin Flichet, Juliette Grandmont, Mathilde Leré, Frédéric Meys, Anaïs Michel and Anne-Sophie Rasolomanana.

In 2022, IMS also collaborated with Armelle Duvieusart on the theme of food waste and the B Corp impact analysis, and continues to work with Aurélien Mayer, who produces our graphics.

We also welcome young people on internships or civic service schemes to help them enter the job market and give them a real opportunity to develop their skills. IMS warmly thanks Lauréline Audebert, Jenny Biver, Alan Hasselberger, Albane Le Cabec and Hector Soucheyre.



Who are we?

For 15 years, IMS - Inspiring More Sustainability - has been the leading network of Luxembourg companies committed to sustainable development.

The independent, apolitical non-profit organization explores new solutions and tests sustainable alternatives in practice, through working groups and pilot projects with positive impacts. Through its projects, IMS facilitates innovative initiatives by mobilizing all stakeholders (private, public and associative). IMS projects focus on the 3 pillars of sustainable development: People, Planet, Prosperity.

The network had 196 members, 251 signatories to the Diversity Charter and 75 associate members by December 31, 2022.

IMS is the national representative of several European and international organizations: B Corp, Capitals Coalition, CSR Europe and the European Commission (DG Justice - as part of the Lëtzebuerg Diversity Charter).

→ In 2022, IMS celebrated its 15th anniversary!

In 2022, IMS celebrated its 15th anniversary. An opportunity for the association to take stock of past activities and look ahead to the future. On the strength of constant growth, the Board of Directors and the team are working to support this development. Concerning the Board of Directors in 2022, it approved a Charter of Good Governance with ambitious new rules: limited number of terms of office, rules of involvement, regular assessment, admission criteria based on skills sought, among others.

The IMS team is working hard to formalize its procedures in order to maintain the high quality standards for which it is renowned and so attractive. It also worked internally on a new structure based on the three IMS values: sharing, responsibility and leadership. 2022 marked a real turning point in terms of governance and internal structuring.



15 years in figures

3 VALUES

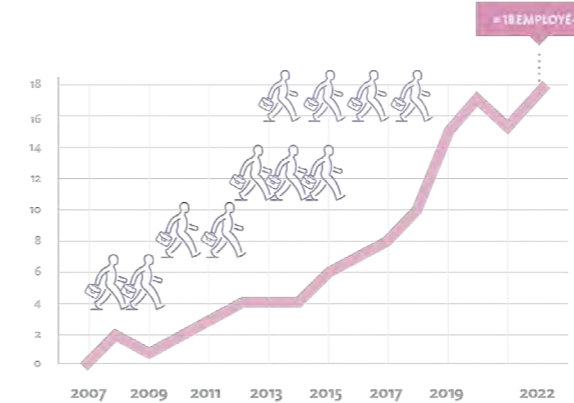
RESPONSIBILITY
LEADERSHIP
SHARING

Commit and act proactively and autonomously.

Generate and encourage ambitious initiatives with boldness and benevolence.

Co-create and disseminate best practices and knowledge in a constructive and unifying spirit.

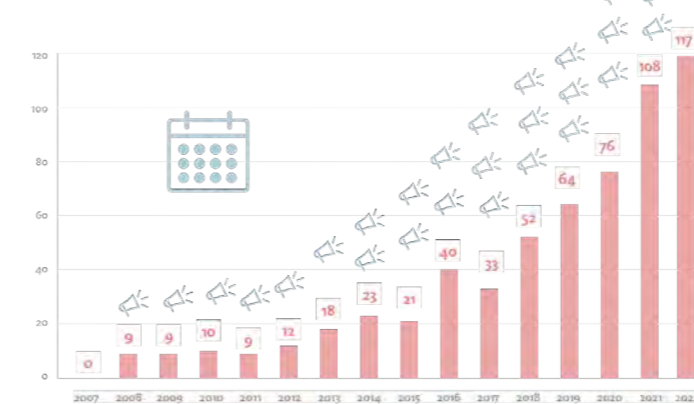
Évolution du nombre d'employés IMS entre 2007 et 2022
IMS employees progression between 2007 and 2022



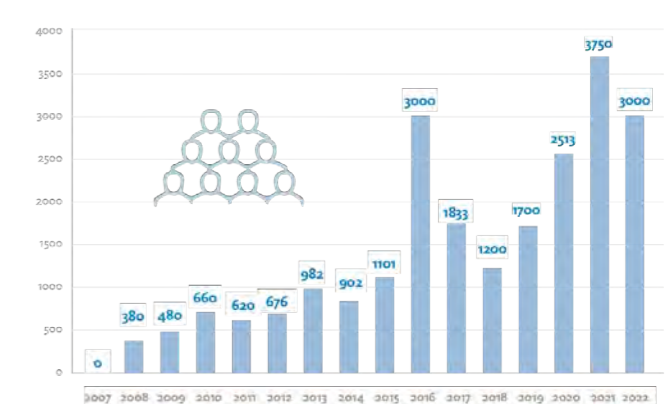
Évolution du nombre de membres IMS entre 2007 et 2022
IMS members progression between 2007 and 2022



Évolution du nombre d'événements IMS entre 2007 et 2022
IMS events progression between 2007 and 2022



Évolution du nombre de participant-es aux événements IMS entre 2007 et 2022
IMS events participants progression between 2007 and 2022



110
PUBLICATIONS

14
SUSTAINABILITY
MAG

12
LUXEMBOURG
SUSTAINABILITY
FORUM

5
EXHIBITIONS

Who are we?

→ Shared values

Sharing, responsibility and leadership are the key IMS values around which the team rallies. Our development is the fruit of a united, dynamic and passionate team. At IMS, we operate on the basis of trust, with each employee being held accountable. They are at the heart of our business, and our solutions are the result of teamwork. The quality of life at work is our priority, and we are convinced that diversity and inclusion represent an asset for our employees and our business.



→ B Corp Certification

Understanding and improving the impact of our organization is at the heart of the IMS philosophy. In 2021, we have taken the initiative to assess our practices and activities through the B Corp impact analysis. In 2022, we continued our efforts.

B Corp is known as a certification for companies promoting stakeholder consideration and strong social and environmental performance. Beyond certification, the B Corp movement is a community of positive-impact companies committed to assessing and improving their impact. Although IMS is not eligible for certification due to its non-profit status, the self-assessment process enabled us to identify areas where we could make further progress.

This tool covers 5 key impact areas (governance, employees, community, environment and customers), enabling us to examine and review our activities and the direct or indirect impact we have on our stakeholders.

So in 2022, as presented in the previous report, we continued to formalize our procedures and worked actively on our internal structure, including our governance and team organization (notably due to the growth of the team). We have formalized

a good governance charter, and the team has worked on a new structuring of horizontal activities based on IMS values, with the creation of “atom” functions. All this happened in complete transparency. The team also worked on formalizing an internal action plan for diversity management, which will have an impact on our constantly evolving HR procedures. The team has benefited from numerous training courses, most of which have become prerequisites, which was not the case in previous years. For IMS activities, a new questionnaire will be introduced in 2022. It is sent every six months to those who have taken part in an IMS activity. The aim is to understand the extent to which our activities have an impact on member companies, and how IMS tools are used in practice.

The current IMS “BIA” score is 84.5 points: for for-profit companies, the minimum score for certification is 80 points. Our performance on the “Governance” and “Employees” pillars is one of our strengths, thanks to the consolidation work carried out in recent years; the “Environmental” pillar still remains an area for improvement, due to our nomadic nature and the limited decision-making influence we have over the facilities we occupy.

Our commitments

→ Training

Once again this year, the team was able to take part in numerous individual and group training courses. The objectives are to enhance skills and know-how specific to IMS and its organizational structure, ensure skills transfer and build a career-long learning process.

The wellness program begun the previous year has naturally continued into 2022. The team was able to take part in training courses covering emotional intelligence at work, stress management and learning how to give and receive constructive feedback. Our aim is to help team members understand and accept each other's reactions, so that everyone feels in tune with their emotions and feelings.

The team works in groups and individually on their soft skills. The team benefits from access to a tool developed by neuroscientists. Each quarter, team members self-diagnose and receive personalized challenges to help them adapt their working methods to the way their brain works. In addition, the team also works on general team skills via workshops. In 2022, the team met 4 times (over a day or ½ day).

The team was also able to take part in a number of events and training sessions to build group cohesion around sustainable development themes, such as “Reconnexion à la nature” with the Nature University in April, “Rethink your clothes” and a sewing workshop with Caritas Luxembourg in June, and finally a training session on autism with the Fondation Autisme.



391

IN 2022, THE IMS TEAM WILL HAVE COMPLETED 391 HOURS OF TRAINING.

ON AVERAGE, EACH TEAM MEMBER ATTENDED AROUND 38 HOURS OF TRAINING.

→ Carbon offsetting of IMS activities

Since 2016, IMS has been partnering MyClimate to account for its carbon footprint. In 2022, IMS decided to change service provider and work with CO2Strategy for data collection and the NGO Graine de Vie to offset

CO2 emissions by supporting the creation of new carbon sinks through (agro)forest ecosystems and mangroves in 7 African countries (Benin, Burkina Faso, Cameroon, Ghana, Madagascar, Togo and the Democratic Republic of Congo).

Members

→ They joined IMS in 2022

- | | |
|-------------------------------|-----------------------------|
| → Amazon EU Sàrl | → Luloop |
| → B Medical Systems | → Luxexpo The Box |
| → Banque Havilland SA | → LuxFLAG |
| → BOMA Luxembourg | → Maison Moderne |
| → British Chamber of Commerce | → NjordFood |
| → Chambre des Métiers | → Novotel Suites Luxembourg |
| → Dechert LLP | → Orange |
| → DeCODE | → Quattro creative |
| → Dupont Teijin Films | → Return2Career |
| → Ecotrel asbl | → Seismic |
| → Fujitsu Luxembourg | → Swiss Life Luxembourg |
| → Greenworlder Engage | → Telesis |
| → Ikano SA | → VitalBriefing |
| → IKO Development | → Wavestone |
| → JLL - Jones Lang Lasalle | |



Associate members

Associate members are a network of social economy organizations committed to working in collaboration with IMS member companies. This free status is reserved for Luxembourg-based associations, NGOs, SIS and foundations, and offers full access to the Part&Act program.

In 2022, 15 associations or companies from the social economy joined IMS, bringing the number of associate members to 75 by December 31, 2022:

- | | |
|---|--------------------------|
| → Altrimenti Culture | → Lètz Rise Up |
| → Association pour le développement inténomique | → MEC asbl |
| → Ateliers Kraizbiereg | → METRICSAT |
| → LGBTIQ+CIGALE Center | → Neighbour |
| → APEMH Foundation | → Stéftung Hëllef Doheem |
| → Fondation EPI | → The Happy Cyclist |
| → Indoor Forest | → UP_Fondatioun |
| → L'Université dans la Nature | |

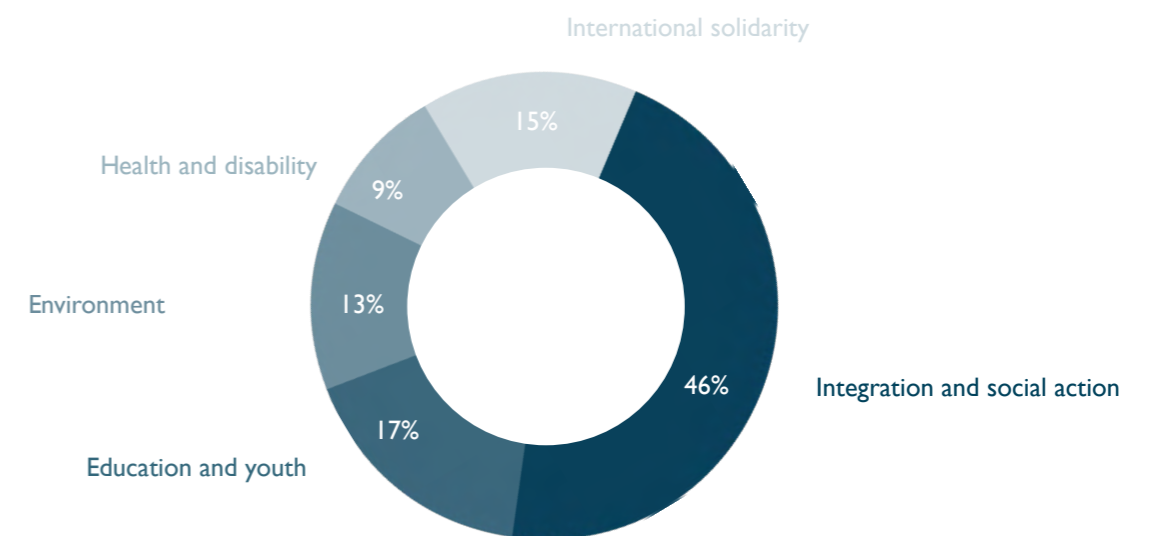
IMS thanks all its members for their trust and commitment.

We would also like to warmly thank BGL BNP Paribas for hosting the IMS team in 2022. As well as ALD Automotive for the partnership that allows the whole team to use 3 electric scooters to get around. We would also like to extend our warmest thanks to the companies who have welcomed us at IMS events, and to those who contribute on a recurring basis to supporting our activities. You can find the full list at the end of the report.



Photo taken on February 7, 2023 at the IMS Luxembourg presentation conference, attended by representatives of the following new members: B medical Systems, Banque Havilland, British Chamber of Commerce for Luxembourg, Ecotrel asbl, Fujitsu Luxembourg, Greenworlder, Ikano, JLL - Jones Lang Lasalle, Keep Contact, Luxexpo The Box, LuxFLAG, Maison Moderne, NjordFood, Novotel Suites Luxembourg, Orange, Quattro creative, Return2Career, Swiss Life Luxembourg, VitalBriefing

Fields of action of the 75 associate members



Key figures in 2022

196 member organizations

3 CHALLENGES { People Planet Prosperity

251 signatories of the Diversity Charter Lëtzebuerg

24 FIELDS OF ACTION

75 Associate members (associations, NGOs, foundations)

12 PUBLICATIONS

114 ORGANIZED events

including People: 55, Planet: 30, Prosperity: 25

94% 94% of participants recommend IMS events

3,000 event participants



8,1/10* Overall satisfaction of event participants

* All our events are subject to a quality approach, and a satisfaction questionnaire is sent out at the end of each one.

Get to know the IMS* team better

18 positions at 12.31.2022
15 positions in 2021



8 cross-functional functions (Management, Communication, Administration)
6 cross-functional functions in 2021



11 PERMANENT CONTRACTS
7 TEMPORARY CONTRACTS
6 permanent contracts and 9 temporary contracts in 2021

6 People

positions dedicated to the "People" issue
4 positions in 2021

4 Planet

positions dedicated to the "Planet" issue
5 positions in 2021

35 years average team age
33 years in 2021

17 women - 1 man

14 women in 2021
1 man in 2021

78% full-time workforce
80% by 2021

2 YEARS and 6 months of seniority on average
Identical in 2021

* on December 31, 2022



PEOPLE

- **DIVERSITY & INCLUSION**
(Diversity Charter Lëtzebuerg)
 - (HANDI) CAP' EMPLOI
 - DIVERSITY DAY
 - DIVERSITY AWARDS
 - LGBTI INCLUSION
- **BUSINESS & HUMAN RIGHTS**
- **COMMUNITY ENGAGEMENT**
 - PART&ACT
- **WELLBEING AT WORK**
 - INFO FLOW SAVVY
 - DIGITAL WELLBEING
- **YOUTH**
 - DIGITAL CHALLENGE

PROSPERITY

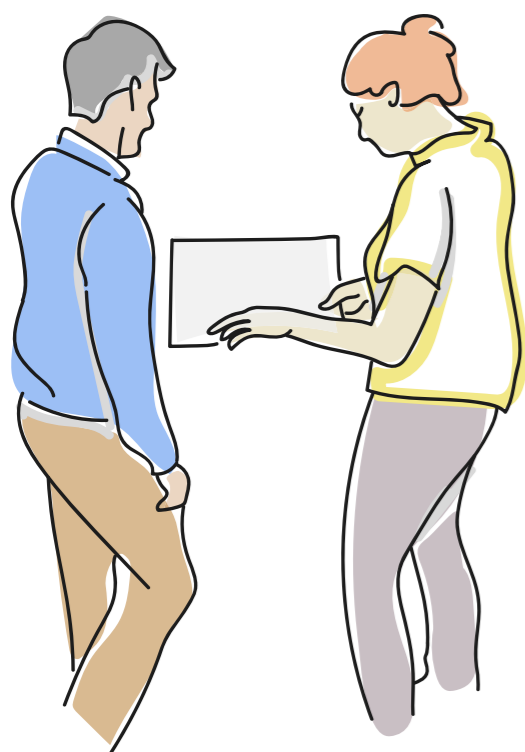
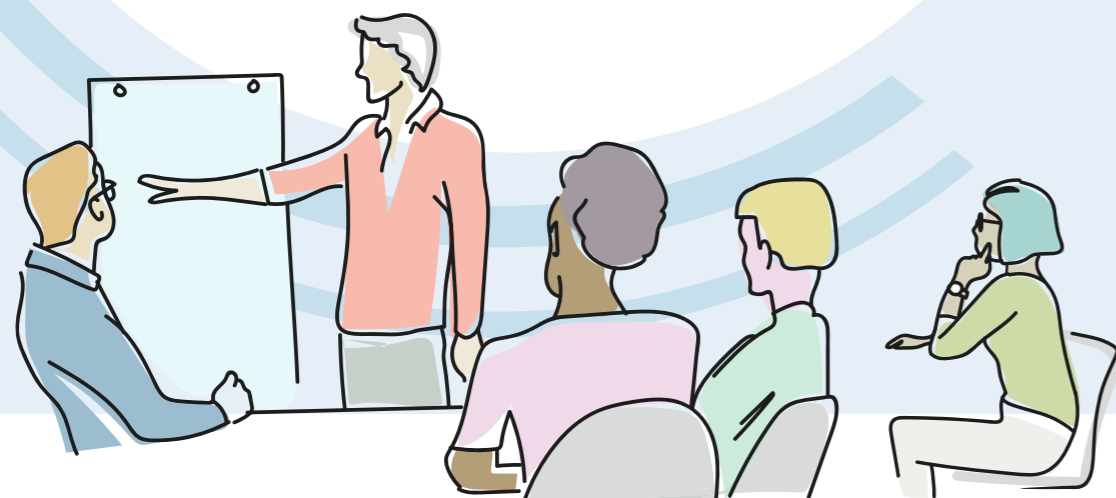
- **NEW ECONOMIC APPROACHES**
 - LUXEMBOURG CEO SUSTAINABILITY CLUB
 - CIRCULAR ECONOMY
 - THE THIRD INDUSTRIAL REVOLUTION
- **RESPONSIBLE CONSUMPTION & PRODUCTION**
 - SUSTAINABLE PROCUREMENT CLUB
 - OVER-INDEBTNESS (FINANCIAL DEBT)
- **SOCIAL & SOLIDARITY ECONOMY**
- **TRANSPARENCY & REPORTING**
 - SUSTAINABILITY MANAGER CLUB

PLANET

- **TACKLING CLIMATE CHANGE**
 - ENERGY TRANSITION
 - ECO-MOBILITY
 - CARBON NEUTRALITY
- **NATURAL RESSOURCES & BIODIVERSITY**
 - BIODIVERSITY
 - CORPORATE GARDENS
- **TOWARDS ZERO WASTE**
 - ZERO SINGLE-USE PLASTIC
 - ZERO FOOD WASTE



IMS LUXEMBOURG
Inspiring More Sustainability



→ The only dedicated training center on sustainable development in Luxembourg. Know more about the three pillars **People, Planet and Prosperity**

**BECOME AN ACTOR OF CHANGE,
JOIN THE SUSTAINABILITY ACADEMY TODAY**



Read more on the academy and contact us:
www.imslux.lu/fra/sustainability-academy

What's new in 2022



➤ Sustainability Academy

Launched in February 2022 at the IMS annual presentation conference, the Sustainability Academy has positioned itself as the only 100% CSR training organization in Luxembourg.

The first part of the year was devoted to setting up the Academy, with the signing of partnerships with more than a dozen trainers on a wide range of subjects covering the three pillars of sustainable development (People, Planet and Prosperity), the creation of a catalog and prospecting activities.

From May onwards, the training courses that had been ordered in the early months of the year began to be delivered. A monthly "30 minutes chrono" webinar has also been set up to present each of the training courses. Course presentations are given by the trainers themselves.

The Sustainability Academy is open to IMS members and non-members alike.

In figures

- 12 agreements with experts
- 26 training courses in the catalog
- 10 training courses
- 2 training courses in collaboration with Luxmobility and ILA
- 40 people registered for the year's 4 "30 minutes chrono" events (series launched in September)

➤ B Corp, Business as a force for Good



In full expansion internationally, the B Corp movement is taking root in the Grand Duchy. In October 2022, IMS Luxembourg became the single point of contact for B Corp certified companies, as well as for other companies interested in the movement. Our objectives are threefold:

- Informing and communicating about the movement in general to interested parties.
- Bringing together and supporting active members of the local B Corp community to create synergies and enhance their impact in a collaborative spirit.
- Lend a hand to organizations wishing to use B Corp standards in their CSR strategies with the B Impact Assessment Tool (BIA), or even enter into a certification process.

In figures

- More than 200 companies use BIA in Luxembourg
- 74 B Corp-certified companies operating in Luxembourg in 2022, including 5 headquartered there
- 1 information session in November with 40 participants from 27 different companies
- 1 B Corp community launch meeting in Luxembourg with representatives of the 5 national B Corp's and 5 B Leaders
- 1 Sustainability Mag feature dedicated to B Corp
- IMS BIA score for fiscal year 2022: 84.5



PEOPLE



All citizens must have access to essential needs: food, housing, health and well-being, inclusive and equitable education and work, security, human rights, culture... To achieve this, our society must promote social cohesion and integration of individuals, their attachment to a group and their participation in social life.

In May 2017, the Luxembourg government adopted the report on the implementation of the Agenda 2030 in and by Luxembourg: "Transforming lives while preserving the planet".

The challenge presented to organizations is clear: they must be able to identify and manage their many direct and indirect impacts on human capital and communities.

- Diversity & Inclusion
- Business & Human Rights
- Community Engagement
- Wellbeing at Work
- Youth

Diversity & Inclusion



PEOPLE

Diversity of profiles is a strength and a major asset for companies. The inclusion of everyone is therefore essential to achieving equality for all, and more responsible, high-performance organizations.



> Diversity Charter Lëtzebuerg



Launched in 2012, the Diversity Charter Lëtzebuerg is a national commitment text that any organization can sign, whether an IMS member or not. The signatory organization undertakes to act in favor of promoting and managing diversity by implementing a strategy and concrete actions that may go beyond legal obligations. These actions promote equal treatment of all people without discrimination on the basis of nationality, race or ethnic origin, sex, sexual orientation or gender identity, religion or beliefs, disability or age. Signatories are supported in this approach by the provision of a methodology and events for exchanging best practices and raising awareness. Find out all the latest news about the Diversity Charter on www.chartediversite.lu.

In figures

- 251 signatories (21 new in 2022)
- 500+ published practices
- 4 Charter Committee meetings
- 2 conferences open to the public
- 1 e-learning session on LGBTQIA+ inclusion
- 3 Inclusion Fresco pilots



In 2022, the Lëtzebuerg Diversity Charter celebrated its 10th anniversary with the “Towards an inclusive workplace” conference. The evening was an opportunity to look back on the major moments that have marked the Charter, thanks in particular to the historical account given by Minister Corinne Cahen, the Charter’s patron. Next, author, entrepreneur and former footballer Ouissem Belgacem, and Daniel Danso, Global Diversity and Inclusion Leader at Linklaters, shared their experiences and motivations for promoting diversity and inclusion. The celebration closed with a debate between the Charter’s privileged partners on the future challenges of diversity, and how to build an inclusive working environment.



> 12th official signing session



On May 18, 2022, Ann de Jonghe, Vice-Chairwoman of the Lëtzebuerg Diversity Charter Committee, and Corinne Cahen, Minister for Family, Integration and the Greater Region, who is also the Charter’s patron, welcomed 21 new signatories at the official signing session. The ceremony was attended by over 90 participants, and closed with the “Towards an inclusive workplace” conference.

New signatories

- Amazon EU • Attrax Financial Services • Bureau Center • Car & Bus • Carbon G • DO Recruitment Advisor • Fidès Executive Partner • Goodwin Procter Luxembourg • HDIC Consulting • Hospilux • ITX (Inditex) Luxembourg • Luther • Palana • Pictet Technologies • Planinlux • Silversquare • Simmons & Simmons Luxembourg • Union Investment • Université de Luxembourg • UP_Foundation • Wavestone

> Diversity Network

To inspire and enable the exchange of best practices between signatories of the Lëtzebuerg Diversity Charter, the Diversity Networks highlight the most innovative practices on topical issues.



In 2022, the following topics were addressed:

- “Age management” with testimonials from DSM Avocats à la Cour, AXA Luxembourg, Keep Contact and Sodexo.
- “Broadening recruitment channels”, with testimonials from Nordea and Minusines.
- “Raising awareness and communicating diversity and inclusion”, with testimonials from BNP Paribas Securities Services, Encevo and the Commune of Bettembourg.

➤ Action kit and workshop to prepare for Diversity Day

To inspire as many organizations as possible to take advantage of this wonderful national diversity day, the Charter has produced an action kit containing examples of actions carried out in previous years, at both national and European level. The kit was handed out at the Diversity Day preparatory workshop, where organizations were invited to take part in a collective brainstorming session. The workshop was rounded off by a testimonial and feedback from the House of Training on its action in 2021.



➤ Diversity Day, 8th edition

May 12, 2022 saw the 8th edition of Diversity Day Lëtzebuerg, a day of appreciation and celebration of diversity, during which all organizations are invited to set up fun and educational actions, both internally and externally, to highlight their diversity. The day was also marked by official visits from Ann De Jonghe, Vice-President of the Lëtzebuerg Diversity Charter Committee, Nancy Thomas, Director of IMS and the Charter team from Post Luxembourg, Bourse de Luxembourg, AXA Assurances, Elisabeth and Société Générale Luxembourg. Two other official visits were organized on May 18 in the presence of Mrs Corinne Cahen, Minister for Family and Integration and patron of the Lëtzebuerg Diversity Charter, to IQ-EQ and Les Ateliers du Tricentenaire.



➤ (Handi)Cap Emploi

The inclusion of people with disabilities in the workplace is a subject on which IMS has been working for almost 10 years. Funded by the Ministry of Family, Integration and the Greater Region, the Ministry of Labor, Employment and the Social and Solidarity Economy, and the European Social Fund, IMS launched the Handi-Diag project this year.

Handi-Diag's aim is to provide Luxembourg organizations with a tool for assessing their practices with regard to the inclusion of disability in the workplace. Through some fifty questions, the tool examines six key processes through the prism of the inclusion of people with disabilities:

- Recruitment and Careers,
- Legal framework,
- Accessible working environment,
- Employability,
- Management,
- Performance.

In figures

- 6 workshops
- 18 participating organizations
- 50 questions
- more than 100 suggested actions and resources



Once the assessment is complete, the company receives an assessment of its organization, with its strengths and areas for improvement, as well as a comparison with the Luxembourg average.

Following this analysis, the tool proposes a selection of actions and resources adapted to the organization's level of maturity, inviting it to implement an action plan.

The tool was designed in collaboration with some fifteen public and private organizations in Luxembourg, through six thematic workshops which highlighted, according to different levels of maturity, the best practices, actions and resources that could help organizations improve the inclusion of employees with disabilities. It was launched in early 2023 on www.handidiag.lu

➤ LGBTQIA+ inclusion in the workplace



In December 2022, the Charter published an e-learning course to raise awareness of LGBTQIA+ (Lesbian, Gay, Bi, Trans, Queer, Intersex, Ally-e) issues in the workplace.

The aim of this e-learning is to raise awareness and educate companies and employees on the subject of sexual orientation, and to pass on best practices to be implemented at both individual and organizational levels.

The modules are available online, in French. Seven modules (3 for the theoretical part and 4 for the practical part) of around 15 minutes each are proposed.



The LGBTQIA+ e-learning is part of the "Employers come out!" project, which is supported by the European Social Fund, the Ministry for Family, Integration and the Greater Region, and the Œuvre Nationale de Secours Grande-Duchesse Charlotte. This project was in collaboration with Centre LGBTQIA+ Cigale and Rosa Lëtzebuerg. The launch of this tool was rounded off by a conference entitled "The Diversity Dilemma: global coherence versus local relevance?"

In figures

- 13 companies involved
- 2 associative partners
- 1 1/2 hours of content
- 1 launch conference

"The speaker was very interesting and was a very outgoing person. The Q&A session and discussions with other attendees during lunch was very interesting" Rébecca Maroko, Innpact (December 2022 following Michael Stuber's conference)

➤ Intercultural management

If there's one country in Europe that stands out for its cultural diversity, it's Luxembourg. The Grand Duchy has a population of over 640,000, 47% of whom are foreigners, representing more than 170 nationalities. What's more, 200,000 workers cross its borders every day.

The "Baromètre Diversité & Entreprises Lëtzebuerg 2021" highlighted the importance of intercultural issues within organizations and diversity policies in Luxembourg. In fact, 65% of the signatories to the Lëtzebuerg Diversity Charter are proposing initiatives concerning the different languages spoken in their companies, and 62% are developing actions relating to multiple nationalities.



In figures

- 20 bilateral interviews with 20 players
- 125 responses to the questionnaire
- 1 feedback conference

To this end, IMS, in collaboration with the Ministry for the Family, Integration and the Greater Region, has launched the Interculturality project to draw up an inventory of existing initiatives and training courses linked to interculturality in the associative, state and professional spheres in Luxembourg. This report has shown that many players have taken up one or other issue related to interculturality. In addition, the report identified a number of challenges, including the fact that certain target groups benefit little from existing initiatives, and the need to raise awareness of interculturality throughout Luxembourg society.

➤ European Diversity Barometer

By signing the Lëtzebuerg Diversity Charter, signatories undertake to answer a questionnaire which enables the Charter to publish the "Diversity and Enterprise" barometer every 3 years. This barometer reports on the practices implemented by signatories in terms of diversity management at national level.

This year, the Diversity Charter Lëtzebuerg, in collaboration with the Diversity Charter Ireland, launched an ambitious project to build an online platform to measure the progress and actions of organizations in managing diversity and inclusion on a European scale. Financed by the European Commission's CERV (Citizen, Equality Right and Value program) fund, the project, entitled "Diversity Barometer", will also provide access to a comprehensive online training course run by an expert in diversity and inclusion. Signatories to European charters will be able to access an online questionnaire designed in collaboration with the charters to provide a clear vision of the European landscape. The platform is scheduled for launch in 2024.

Various meetings were held with several European charters to invite them to participate in the co-construction of the platform. No fewer than 11 charters make up the inter-charters advisory committee (Luxembourg, Ireland, France, Portugal, Spain, Italy, Netherlands, Estonia, Romania, Bulgaria and Slovakia).

On the occasion of the meeting of the European Platform of Diversity Charters in Brussels, a first meeting of the inter-charters committee was organized to present the objectives of the project.

In figures

- 12 interviews carried out to federate European charters
- 11 charters involved in the inter-charters advisory committee

➤ Inclusion Fresco

In collaboration with Cog'X, the Lëtzebuerg Diversity Charter has created the Inclusion Fresco. Its aim is to decipher, in a playful way, the cognitive and societal mechanisms that can lead to exclusion, in order to understand them, anticipate them, and act for more inclusive organizations. Three pilot sessions of the Fresco took place in December 2022 in collaboration with the City of Luxembourg. At the end of each event, participants were invited to propose concrete actions to be implemented in their companies with the City of Luxembourg. These ideas have been taken on board for the city's Equal Opportunities Action Plan, under construction in 2023.



Business & Human Rights



PEOPLE

Everyone in the world deserves to be treated with respect and dignity. This right should be acquired by everyone. The right to life, liberty, security, health, privacy and an adequate living environment.



➤ Human rights and duty of care

In 2019, the government adopted its second "Business and Human Rights" National Action Plan (NAP), drawn up with all the stakeholders represented in the working group in which IMS participated. While 60 companies signed the "Business and Human Rights" National Pact in June 2022, testifying to their commitment to human rights, IMS continues to support companies by offering targeted training and practical tools to help them fulfill their duty of care as effectively as possible.

Throughout 2022, IMS provided 5 training courses on human rights and duty of care, in collaboration with Charlotte Michon, a consultant and lawyer specializing in these areas. The training courses in this cycle covered risk mapping, reporting and specific risks such as discrimination and harassment in the workplace.

In addition, 2 meetings were organized with experts: a webinar on the role of OECD National Contact Points in access to remedies with Basak Baglayan, expert in responsible corporate conduct and Secretary General of the OECD National Contact Point in Luxembourg. And an introductory webinar on CSR Risk Check, a tool for identifying environmental and human rights risks, with UPJ.

Community Engagement



PEOPLE

Faced with today's complex social and environmental challenges, it is becoming urgent to develop new models for partnerships between public-interest players (local authorities, NGOs and associations) and traditional businesses, in order to have a positive impact on society.



> Part&Act

The aim of the Part&Act project is to put member companies in touch with the world of the social economy. The aim is to forge win-win partnerships that benefit both the association and the company by improving :

- social and environmental impact,
- involvement in the local community,
- mobilizing employees,
- sharing expertise and skills.

In figures

- 75 associate members (associations, NGOs, foundations)
- More than 2 tonnes of waste avoided through donations to associations by IMS member companies in 2022

Part&Act IN PRACTICE

Part&Act EN PRATIQUE events enable IMS member organizations and associate members to meet and exchange views on a specific theme, and to showcase the know-how and expertise of Luxembourg's associative fabric.

- "Lunch and Learn" event series on employee entrepreneurial skills, with nyuko incubator

Perseverance, autonomy, the desire to see a project through to a successful conclusion, the ability to make proposals... these are the qualities required to undertake and launch a project. In collaboration with the nyuko incubator, as part of the Part&Act program, IMS Luxembourg has set up a series of four events focusing on positive impact and entrepreneurial skills as tools for improving the well-being and efficiency of its teams.

Topics covered: "Improving the positive impact of your company", "Developing entrepreneurial skills in your employees", "From idea to implementation in your company: an overview of an entrepreneurial journey", "Launching a new product or service quickly and efficiently using entrepreneurial tools".

- Workshop "Occupational health: what prevention strategies for addictions?" with arcus

It would appear that addictive behaviors (alcohol, drugs, screens, etc.) in the workplace occupy a prominent place among the psycho-social risks influencing quality of life at work and expected profits. Faced with this delicate issue of corporate responsibility, arcus and IMS Luxembourg have proposed an awareness-raising program on addictions in the workplace. This workshop brought together several companies to better identify the difficulties they encounter when it comes to addictive behavior. Arcus was able to present the activities of Quai 57, and above all to identify unmet needs and possible solutions for and/or in the business field.

> Digital Skills Matchmaking 2022

In the digital age, and with the health crisis as a gas pedal, the question of digitalization appears crucial for companies in order not to miss any opportunities, to adapt to hybrid working or simply to stay alert to new developments.

Digital Skills Matchmaking (DSMM) was born in 2020 out of a collaboration between the Ministry of State's Media and Communications Department, Digital Luxembourg, Digital Skills and Jobs Coalition Lëtzebuerg and IMS Luxembourg, and is the event that brings partnership projects to fruition. On June 30, 2022, again organized during the ICT Spring, the DSMM offered companies the chance to support local initiatives by putting their CSR policy into practice, mobilizing their employees and getting involved in positive-impact projects. 20 partnerships were signed in just one hour!

The project is supported by the Ministry of State, Media and Communications Department.

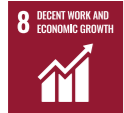


Wellbeing at Work



PEOPLE

Burn-out, bore-out, brown-out, blur-out, infobesity, FOMO - these are just some of the signs of a certain state of malaise that is increasingly common in the workplace. And yet, numerous studies prove that a “happy” employee is more productive.



> Digital well-being

IMS Luxembourg has continued its “Info Flow Savvy” project to develop the necessary skills and foster the positive impact of digitalization on employees. The “Info Flow Savvy Academy” project, financed by the European Social Fund, the Ministry of State, the Ministry of Labor, Employment and the Social and Solidarity Economy, the Chamber of Commerce and the Chamber of Employees, comprises three stages: knowledge, experimentation and awareness-raising. Its aim is to provide concrete ways of reducing professional infobesity.



In figures

- 10 e-learning modules
- 5 awareness-raising events
- 4 synchronous training courses
- 1 practical guide to information overload in the workplace

Awareness-raising events



The project organized synchronous training and awareness-raising events to help employees better manage the flow of information within the company. The courses covered topics such as decision-making under uncertainty, digital communication, working in hybrid mode and continuous learning, in partnership with neuroscience experts from Cog’X for a scientific approach. Awareness-raising events were also co-hosted with HR Community on information overload and mental health risks in the workplace, covering topics such as HR mental health, teleworking and emotions at work.

E-learning infobesity: exploring solutions to information overload



IMS has created 10 e-learning modules covering various topics linked to the fight against information overload in organizations, such as understanding the challenges and risks of infobesity, the appropriate use of tools, protecting personal life, email management and professional performance. The aim is to respond to certain risks associated with infobesity, assess the level of learners and enable the dissemination of skills and best practices. The course is structured around ten modules of 15 to 20 minutes each, which you can take one or more times in the order and timeframe that suits you.

IMS encourages all organizations to take advantage of this tool and share it, for example to enrich the framework of workplace well-being training courses. If your organization is a member of IMS, a certificate of participation can be issued.

A practical guide to combating information overload in the workplace



This guide will help you find the solutions best suited to your business, and help you implement practical applications for effective information management. It is available in English, French and German.

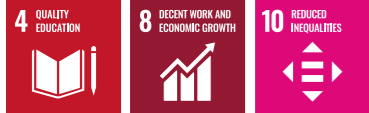


Youth



PEOPLE

80% of the jobs of 2030 do not yet exist. Faced with skills obsolescence, and to remain competitive, companies will need young people with the right skills more than ever.



> Digital Challenge

Financed by the European Social Fund, the Maison de l'Orientation and the Ministère de l'Éducation Nationale, de l'Enfance et de la Jeunesse, and carried out in cooperation with CARE Luxembourg asbl, the Digital Challenge project creates lasting cooperation between students, high schools and companies. It's vital that we work together to meet the new challenges facing the future of employment, while supporting the future of young people in search of meaning, particularly in the Luxembourg job market. IMS is keen to promote the inclusion of young people in the world of work, and this is an issue to which many other organizations are also committed.

After several preparation and awareness-raising workshops, the project's flagship event took place on October 26, 2022: a day of immersion in the world of work for high-school students. The principle is simple: teams of young volunteers come up with solutions to a challenge submitted by their host organization. Collaboration and reflection on a concrete issue related to digital technology or sustainable development is more than conclusive: it gets young people involved in important cross-functional missions and raises their awareness of the current challenges facing organizations. It also enables professionals to gain an outside perspective on strategic issues, while exchanging and collaborating with the new generation of young people who will be tomorrow's employees.

In figures

- 7 events
- A total of 150 professional participants
- 24 challenges on offer
- +160 young participants in the Digital Challenge day

"We had an extraordinary and enriching day! We've been impressed as much by young people, if not more, than we ever wanted to be. We understood that we could count on them to take the lead in the future that awaits us."
Geoffrey Debertry, Bamolux (October 2022 following the Digital Challenge day)





PLANET

Respecting what we drink and eat, preserving the quality of the air we breathe, protecting the biodiversity we need to live, and promoting a new, resilient form of agriculture - these are all challenges we face and must take up if our planet and humanity are to survive.

Biodiversity loss and climate change are creating unprecedented challenges, with sometimes irreversible consequences for ecosystems and mankind.



- Tackling Climate Change
- Natural Resources & Biodiversity
- Towards Zero Waste

Tackling Climate Change



Climate change has become a reality that we must all face up to and act accordingly. It threatens the global development of societies and impacts every region of the planet and every sector of activity.



➤ Sustainable territories / Pacte Climat

Local working groups

As a partner of the Pacte Climat since 2013, IMS has been supporting local authorities and businesses throughout France in the implementation of measures under section 6, "Communication and Cooperation". The aim of this partnership is to create links between communities and businesses. The regional working groups have met, enabling us to continue meeting the needs of companies to strengthen their environmental policy while contributing to the objectives of the Pacte Climat. Several awareness-raising actions, events, publications and workshops were held on the themes of mobility, energy, biodiversity and waste reduction.

Ecomobility

A Fresque de la Mobilité (Mobility Fresco) was organized to raise companies' awareness of the carbon challenges of employee mobility. To provide information on carpooling, an information session with questions was organized with Klaxit. During discussions in the working groups, companies told us of their need for communication tools to encourage sustainable mobility for their employees.

In figures

- 3 events
- 50 participating companies
- 4 videos
- 2 publications

Several media were then created to meet these expectations:

- 4 videos highlighting the advantages of cycling as a means of transport for commuting:



- a new edition of the Ecomobility Guide and a brochure summarizing all the sustainable mobility solutions for getting around Luxembourg:



During European Mobility Week in September, a series of activities were organized over the course of a morning, including conferences (a presentation of the challenges of the National Mobility Plan 2035 by the Ministry of Mobility and Public Works, the frontier offices presented by PwC and ACL's perspective on the end of the combustion engine in 2035) and a bike school for people wishing to use this mode of travel more often to get to work.

"The subject and the conferences were interesting and perfect from the time (length). Great quiz and catering afterwards!"
Eszter Lomoschitz, Voyages Josy Clément, on September 20, 2022 after the "Bike school and conferences on the challenges and opportunities of mobility in Luxembourg" event.

Actions with Pacte Climat partners

Coordinated by Klima-Agence, the Pacte Climat is supported by a network of partners: EBL, Klimabündnis and CELL. We have continued to identify skills and develop synergies between partners to set up and develop joint projects. EBL's Grénge Web project for the eco-design of websites continued its pilot phase in 2022. CELL contributed to workshops on Repair Cafés. Klima-Agence took part in our information session on reducing energy consumption in offices.

Reducing energy consumption

To answer companies' questions about reducing energy consumption in offices, an event on this theme was organized in conjunction with the Chamber of Commerce. Companies from different sectors were invited to share their best practices at a round table discussion.

In figures

- 1 event
- 64 participating companies

Waste management and re-use

In order to raise awareness and get companies working on waste reduction, we also suggested setting up Repair Cafés in companies during 2 workshops.

A litter collection campaign was also organized in the Kirchberg district.

In figures

- 3 events
- 29 participating companies



PLANET

Natural resources and biodiversity are threatened on a daily basis throughout the world. Every year, 13 million hectares of forest - home to thousands of species - are destroyed, dangerously increasing desertification and threatening life as we know it.



➤ Carbon Neutrality

The Science-Based Targets and Climate Action Luxembourg Task Force, launched by IMS in 2021 with 45 of its member organizations to encourage them to reduce their greenhouse gas (GHG) emissions in order to limit global warming to a maximum of 2°C and ideally 1.5°C, continued its work in 2022.

Based in particular on the methods of the Science-Based Targets initiative (SBTi), an international initiative that certifies that companies' reduction targets are in line with what climate science recommends, the Task Force's aim is to go beyond carbon offsetting and focus on its members' activities and their impacts. Drawing on collective intelligence, the experience of companies already committed to reducing their emissions, and the support of experts, it aims to generate ambitious reduction trajectories and concrete solutions among its participants.

The Task Force met three times in the first quarter of 2022. The first session was dedicated to a presentation of SBTi for the financial sector, while the other two sessions, again open to all sectors, focused on defining solutions and reporting and communication. In the run-up to the last session, a project closing survey was carried out among Task Force members (47% of respondents).

In figures

- 3 workshops
- 45 participating organizations
- 28% of participants come from the consulting and legal services sector, 22% from the financial sector and 15% from energy and industry

➤ Biodiversity

Agriculture, forestry, fishing, mining, power generation, construction... The activities and value chains of companies can have both positive and negative impacts on biodiversity. To find the right balance for economic growth in a sustainable world, every company must decide how to manage its impacts and dependencies on nature beyond a short-term vision. The benefits are considerable: pollination, water and air purification, climate regulation...

In 2022, IMS Luxembourg continued to raise awareness of biodiversity through :

- A scientific observation session on Luxembourg nature in the Minett UNESCO Biosphere reserve in partnership with ProSud for employees of IMS member companies, as well as a session on reconnecting with nature in partnership with L'Université dans la Nature to better understand the riches that surround us.



- An information session on light pollution with experts from the Administration de la Nature et des Forêts, the Parc Naturel de l'Our and the SmartLightUp project for all players in the Bettembourg business park.
- An exclusive preview of the film "La Fabrique des Pandémies", open to the general public, with director Marie-Monique Robin to follow Juliette Binoche as she explores global health issues and the links with biodiversity loss.

"Thanks for the organization! Thanks to IMS, we were able to preview the documentary and chat with Marie-Monique Robin. The momentum this created after the conference enabled exchanges with other companies and IMS project managers. This motivated us to start collective actions." Elodie Putz - Clearstream after the preview of Marie-Monique Robin's "La Fabrique des Pandémies".



Towards Zero Waste



PLANET

Reducing waste above all means revolutionizing the way we produce and consume.



➤ REUSE / Zero Single-Use Plastic

Launched in March 2021 and ending in December 2022, the REUSE project continued its activities for its second year through various actions:

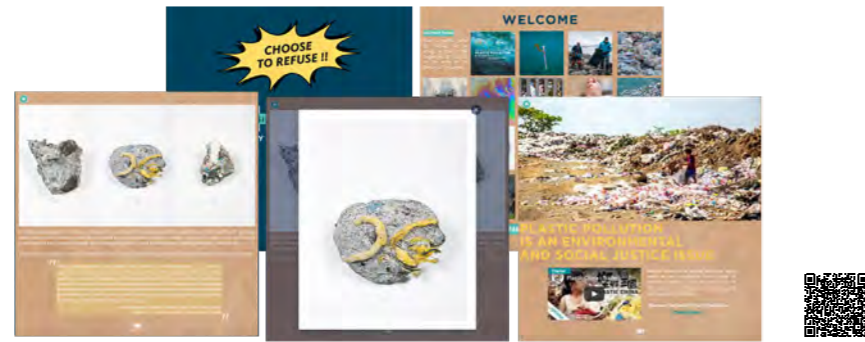
- In May 2022, IMS published the updated and expanded French version of the REUSE Transition Kit for companies. Later in the year, the publication was also updated in English and German.



In figures

- 79 new pages in the updated Transition Kit
- 30 new company testimonials in addition to the 20 already present
- 750 online visits and 3 loans of the physical exhibition "For only a few minutes of use"
- 4 "Green Business Events" workshops attended by 130 participants from 57 different companies
- 1 guided tour of the Waste Museum

- The “For only a few minutes of use” exhibition produced in collaboration with The Plastic Pollution Coalition and with the support of the Ministry of the Environment, Climate and Sustainable Development on the occasion of the Luxembourg Sustainability Forum 2019 was digitized in 2022 and made available as open-source. It explores the challenges of ultra-plastic in figures and facts.



- In 2022, two online co-development workshops were held on February 8 and March 8 for IMS members. Each of these workshops brought together 7 organizations to exchange ideas and learn from each other on themes linked to the elimination of single use and the promotion of reuse in the workplace. In the second half of the year, Project REUSE integrated the partners involved in the construction of the “Green Business Events” criteria. Four workshops for IMS and LCB members were also organized, attended by 130 participants from 57 different companies.



- IMS has continued its work on secondary and tertiary packaging (or industrial and commercial packaging - EIC) by organizing the last two sessions on the subject with a focus on:
 - Methodologies and solutions for the reuse of industrial and commercial packaging, with testimonials from CHEP and POST Luxembourg.
 - Eco-design and cradle-to-cradle, with a session led by the Lycée des Arts et Métiers and a visit to the Musée du Déchet (the MuD).
- Information sheets on the replacement of food containers, packets and packaging and wipes containing single-use plastic have been produced to complete the transition kit.



➤ Zero Food Waste

Interreg FRUGAL project

From 2020 to 2022, IMS Luxembourg was an operational partner in the FRUGAL project “Favoriser la Réduction du Gaspillage Alimentaire au moyen de la consommation Locale” (“Promoting the reduction of food waste through local consumption”). In 2022, in collaboration with other partners in the Greater Region (France, Belgium and Germany), IMS took part in the creation of a processing guide and a network of producers, distributors and processors, with the aim of developing an online exchange platform and fruit and vegetable processing workshops.

With this network in mind, IMS Luxembourg has compiled a summary of:

- 14 exchanges with players in the social economy in Luxembourg. 3 local organizations have shown interest: Onperfekt, Stëmm vun der Strooss and APEMH.
- A dozen or so exchanges carried out by the German side have led to the emergence of relevant structures such as : FoodSharing, Hofhändle, Fruchteria.
- The already well-established network on the French and Belgian slopes: Partage ton Frigo and Alimen'T and their collaborators.

A study of surplus and unsold losses was also carried out with Demain Autrement and Income Consulting, through interviews with producers and distributors on the four slopes.

In collaboration with Yellow Ball, IMS organized a workshop for novice partners to put collective intelligence into practice. The aim is for them to be able to use it at other networking events following the project's completion. A set of workshop methodologies has been drawn up by IMS for this purpose. A second practical workshop was held with external players from the associative sector. This enabled us to introduce our field players to collective intelligence, while at the same time carrying out constructive exercises for the rest of the project.

In December 2022, the results of the project were presented at a seminar and a closing symposium.

In figures

- 14 exchanges with players in the social economy (Luxembourg side)
- 9 interviews with producers and distributors (Luxembourg side)
- 2 workshops
- 1 networking summary
- 1 usage and best practice guide on processing, regulations and logistics

Label Restauration Collective

The study on the collective catering sector's interest in an accredited “quality canteen” label, which had been commissioned by the Ministry of Agriculture, Viticulture and Rural Development in 2020 as part of the new accreditation approach and a desire to promote more responsible and sustainable consumption across the country, continued and was finalized in 2022.

This label was intended to increase transparency in the food chain and create a mechanism for highlighting establishments implementing initiatives in the pillars of sustainable food, health and the fight against waste. It would be inspired by similar initiatives that have been successfully set up in Belgium (Wallonia and Brussels), and draw on the experience of Belgian project leaders, while adapting to the specific context of the Luxembourg territory.

A second round of stakeholder consultations on the specifications that had been drawn up for the first round of consultations in 2020-2021 around a set of criteria broken down into six key pillars (regional products, organic and fair trade products, sustainability, health, food waste, other) was conducted with twelve stakeholders.

In figures

- 12 stakeholders consulted
- 1 revised and commented specifications with 6 key pillars: regional products, organic and fair trade products, sustainability, health, food waste, others.
- 1 final analysis report on the 2 rounds of consultations conducted in 2020-2022 (38 stakeholders)



PROSPERITY



The economic pillar must never be neglected when we talk about sustainable development. On the contrary, it is a fundamental pillar, since objectively measured social, societal and environmental performance contributes to improving the company's financial results over the long term.

The IMS network helps its members to identify priority areas for CSR action, enabling companies to focus their development efforts on the solutions of tomorrow, in a spirit of performance, innovation and responsibility.

A responsible organization attracts and retains talent, optimizes costs and generates sustainable performance.

- New Economic Approaches
- Responsible Consumption & Production
- Transparency & Reporting

New Economic Approaches



PROSPERITY

A new economic approach is gradually taking shape, putting people and environmental concerns back at the heart of our thinking. Reasoned economic development is encouraged.



Luxembourg CEO Sustainability Club



Managers have a crucial role to play in putting Corporate Social Responsibility issues on the agenda. Their role is to give their company the impetus and vision it needs to truly implement CSR at all levels. By acting proactively, they can give impetus to the drive to integrate CSR at the heart of strategy.

With this in mind, since 2014 IMS has been organizing sessions reserved exclusively for executives from its member organizations within the Luxembourg CEO Sustainability Club.

The club's objectives are as follows:

- To provide access to new advances and insights in order to foster reflection on the conditions for transition to a sustainable and inclusive society.
- Raising awareness among Luxembourg's managers of the emergence of new economic paradigms adapted to social and environmental constraints
- Placing CSR at a strategic level with strong leadership from top management
- Promoting exchange and sharing through the network to define innovative projects for Luxembourg
- Taking concrete action together to generate a positive impact

In 2022, the following topics were discussed:

- How to create a lasting relationship with nature / Nature (re)connection activity with Hubert Mansion - L'Université dans la Nature
- Towards an inclusive workplace avec Ouissem Belgacem
- Teleworking, revealing our brain's needs with Marie Lacroix - Cog'X
- Embark on a process of progress, draw up your greenhouse gas balance sheet with Bruno Renders - IFSB

Dinner - Debate: meeting with John Elkington

On October 05, on the eve of the Luxembourg Sustainability Forum 2022, the Club held its annual dinner. In the presence of the Minister of the Economy, Mr. Franz Fayot, the 60 CEOs had the opportunity to discuss and debate regenerative capitalism with John Elkington, founder of Volans, winner of the World Sustainability Award in 2021.



"The content, the speakers, the participants, the venue, the food, everything was exceptional. We need to both support and put pressure on CEOs to act, to create change within their organizations and by their organizations. Also, such events are a great opportunity to create new collaborations between organizations." Daniel Matkovits - British Chamber of Commerce for Luxembourg

Panorama du Développement Durable - 1st edition

In 2022, IMS celebrated its 15th anniversary. To mark this anniversary, one of the projects was to renew the survey carried out in 2017 and entitled "The pulse of companies: commitment and contribution to sustainable development".

The Chamber of Commerce, IMS and INDR have joined forces and mobilized their resources to design the first sustainable development panorama in Luxembourg in September 2022.

The survey is aimed at Luxembourg companies, and is designed to take stock of sustainable development and the implementation of corporate social responsibility (CSR).



The project partners surveyed a representative panel of Luxembourg companies on this topic, in order to provide the necessary support for their transition to sustainable development. We felt it was necessary to draw up a joint survey to highlight best practices, identify the difficulties encountered by companies and collectively assess the challenges ahead.

In 2023, the partners will use the results to share them with all organizations via practical conferences aimed at novice companies. The second edition of the panorama is scheduled for 2024.

Sustainability Awards -1st edition



On October 25, 4 organizations were honored for their sustainable development practices at the Sustainability Awards 2022 ceremony. This first edition of the competition, organized by IMS and Maison Moderne Paperjam + Delano Club, showcased sustainable development practices that every organization can draw inspiration from to make its own contribution to the collective effort we all need to make.

The initial 60 entries were reviewed by a pre-jury made up of twenty members with expertise in the competition's various categories: "People", "Planet", "Prosperity" and "Sustainability Team". A neutral eight-person jury, chaired by Mr Xavier Bettel, nominated the

winner in each of the four categories. The winning companies are: Digital Inclusion, Ferber Group, Les Moulins de Kleinbetingen and SES. A special mention was also given to Food4All.



In figures

- 4 categories
- 60 files
- 12 videos of nominated practices
- 1 brochure

Responsible Consumption & Production



PROSPERITY

To ensure that economic growth does not come at the expense of the environment and society, we need to adapt our production and consumption patterns.



➤ Sustainable Procurement Club

The Sustainable Procurement Club brings together IMS members several times a year, with a particular focus on those people within member organizations who are responsible for or prescribe purchasing. The aim of the club is to enable these people to meet, exchange views on concrete cases and receive tools to help them implement a sustainable purchasing policy within their organization. Each session deals with a specific topic, its challenges and its practical application.

In 2022, the Sustainable Procurement Clubs held 5 meetings on the following topics: the changing role of the buyer, supply chain transparency, cost reduction, intellectual services and CSR commitment, and new extra-financial reporting tools.



In figures

- 5 workshops
- 42 participants from 23 different companies

Transparency & Reporting



PROSPERITY

Whether at the level of society, governments or corporate management, transparency is becoming a requirement and a recurring obligation.



➤ Sustainability Manager Club

From communications to purchasing, human resources or CSR as such, people working on sustainability issues within an organization focus on the social and environmental challenges specific to their organization and sector. However, they also share many common challenges: impact measurement, stakeholder involvement, alignment of CSR strategy with global strategy and corporate culture, regulatory monitoring and compliance, among others.

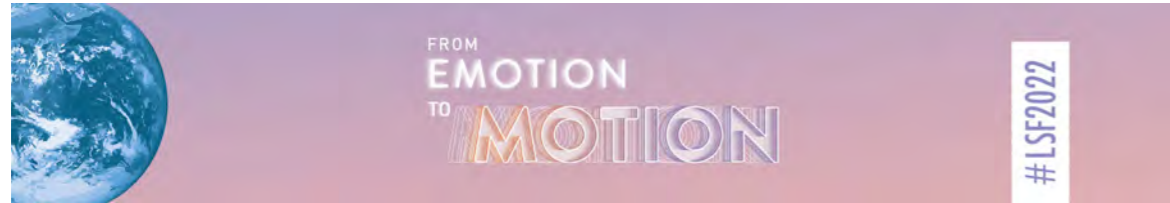
By meeting and exchanging their perspectives, experiences, questions, challenges and best practices, all these professionals can help each other find ways to move forward more efficiently and serenely on their projects and objectives. To create a space for its members to meet and exchange views on CSR-related topics, IMS launched the "Sustainability Manager Club" in 2020. In 2022, this club met on 5 occasions in a face-to-face format in French and on 5 occasions in an online format in English. During the various sessions, participants were able to benefit from the support of invited experts.



In figures

- 10 workshops
- 5 themes
- 37 companies represented

"The topic is highly relevant as actors of all industries face the same challenge. It has become essential to create clarity, simplification and understanding on the appropriate approach to ESG as part of business models transformation." Souhila Salhi - BIL



IMS's flagship event was held on October 6, 2022 at LuxExpo The Box, on the opening day of KlimaExpo and livestreamed to be accessible to everyone. From exceptional guests to official announcements and celebrations, this eleventh edition of the Luxembourg Sustainability Forum was rich in reflection, emotion and a call to action. It was also the grand return of face-to-face meetings, with a total of over 800 people attending #LSF2022, including 300 present on site.



To open and close the event, an immersive artistic video performance by **Frédéric Lilien**, with live piano accompaniment by **Grégoire Baumberger**, allowed the audience to immerse themselves in the emotions we feel every day, and which overwhelm us in the face of the scale of the challenge we face.

The ecological challenge was at the heart of the discussions at this 2022 edition. It's a challenge that's stirring people's consciences, as Australian philosopher **Glenn Albrecht** demonstrated in his talk on solastalgia, a term he himself coined, putting into words the discomfort caused by negative environmental changes. Another reaction to these challenges is polarization of opinion, and the

persistence of denial and recourse to toxic and unfounded conspiracy theories. This fracturing of society has been analyzed by University of Bristol professor **Stephan Lewandowsky**.

These emotions are not, in fact, a fatality but a fabulous springboard for action, as **Christian Clot**, explorer-researcher and CEO of the Human Adaptation Institute, explains: "You can't engage in a transformation that isn't preceded by emotion," says **John Elkington**, founder and chief pollinator of Volans, in his enlightened discourse on the new capitalism. The presentations were full of hope, confirmed by testimonials from local companies already working more responsibly.

IMS becomes the contact point for certified and aspiring B Corp companies in the Grand Duchy

At this year's event, IMS announced that it had become the single point of contact for certified and aspiring B Corp companies in the Grand Duchy. Working closely with B Lab™ BeNeLux and B Lab Europe, IMS brings together members of the B Corp community active in the country and helps organizations wishing to join the movement to make their company a force for the common good.



IMS Luxembourg celebrates its 15th anniversary

An opportunity for **Christian Scharff**, President of IMS, to celebrate 15 years of initiatives and actions, and to salute all the work accomplished by the IMS team to inspire and support Luxembourg organizations to act in favor of a more responsible society:

"I think we're making a real impact in Luxembourg and we should be very proud. We are active in a number of areas, including carbon footprint reduction, biodiversity, resilient food, the fight against infobesity, equity, inclusion with the Lëtzebuerg Diversity Charter and more recently the Sustainability Academy."

Replay the event

All replays are available in French, German and English on the IMS Luxembourg YouTube channel.



For this anniversary edition, our sponsors and partners supported us in the organization of this event. Thanks to Accenture, AG2R La Mondiale, Banque de Luxembourg, Banque Européenne d'Investissement, BNP Paribas Asset Management, PwC, Société Générale, ArcelorMittal, IFSB, Sodexo, Clearstream, Enovos, ERGO, Luxembourg Stock Exchange, POST, FreenLens, RTL, British Chamber of Commerce for Luxembourg, Ministère de l'Environnement du Climat et du Développement durable, Ville de Luxembourg and Ministère des Affaires étrangères et européennes.

In figures

- 5 hours live
- Over 300 face-to-face participants
- Over 500 participants online
- 10 speakers
- Over 1,700 replay views
- Over 45,000 views on social networks

**Next edition
on October 26, 2023
#LSF2023**

Sustainability Magazine

Explore, meet, be inspired... Dedicated to social challenges and sustainable development issues, Sustainability Mag highlights the many possibilities and sets out to meet the players in tomorrow's society. It takes the time to explore subjects in all their complexity, thanks to the many files on offer. The signatures of Sustainability Mag? At the forefront of subjects. Open to the world. Expert. Independent.

Fully bilingual in French and English, his articles are available in print and on sustainabilitymag.lu. This biannual magazine, created and published since 2015 by IMS Luxembourg, is distributed to IMS members as well as opinion leaders; it is also available by subscription.

In 2022, to mark the 15th anniversary of IMS, Sustainability Mag published a special anniversary issue offering a retrospective of the organization's progress, as well as an in-depth reflection on how, in troubled contexts, to accelerate the transition to a sustainable world.



SUSTAINABILITY #13 - The inescapable nature of the ecological challenge has finally come home to roost, and with a vengeance. Anguish becomes increasingly present and poses the challenge of tetany and renunciation. How can we transform these energies, which are too often at half-mast? This issue looks at solastalgia with philosopher Glenn Albrecht, the mechanisms of our brain, the University in Nature, and the first 15 years of IMS Luxembourg.

SUSTAINABILITY #14 - Reinventing capitalism. This is the huge challenge taken up by the B Corp movement, which aims to place business at the service of the general interest. In this issue, co-founder Jay Coen Gilbert explains how. Also worth reading are the pages devoted to light pollution, the second life of our packaging, the panorama of sustainable development in Luxembourg and the great demand for meaning and well-being in the workplace. Also discover the exploits of explorer Christian Clot, and travel to Sweden, where wild nature finds its way onto our plates...

The 3 most read articles

- "Without further ado", Christian Scharff's article
- The great comeback of sailing
- The great green disarray

All printed editions of the magazine are available to IMS members on request.

www.sustainabilitymag.lu

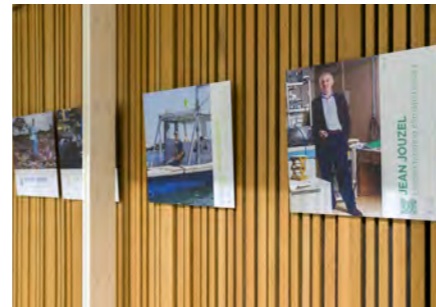
Exhibitions

At previous editions of the Luxembourg Sustainability Forum, IMS has staged several exhibitions. Printed on lightweight panels with hanging systems, they have been designed to circulate within the network, enabling companies to raise awareness among their employees and support their CSR initiatives.

Technical information and availability: info@imslux.lu

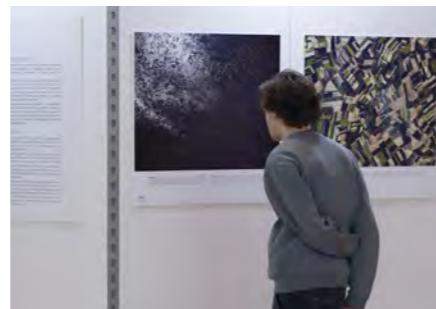
> Climate Heroes - Maxime Riché

The exhibition created for the Luxembourg Sustainability Forum 2021 with Maxime Riché presents the Climate Heroes: they come from the four corners of the globe, are driving change and taking action for the planet. This exhibition is no longer available on loan.




> The Bigger Picture - Thomas Pesquet

Published during the Luxembourg Sustainability Forum 2017, this exhibition invites us to step back and reflect on a decade of activity and progress. Taken by French astronaut Thomas Pesquet from the International Space Station, these images offer an inspiring new perspective on our planet. They cover six broad categories that highlight a series of key issues, present and future, dealing with how sustainable development is needed.



> For only a few minutes of use - Zero Single-Use Plastic


This exhibition, co-produced with The Plastic Pollution Coalition and supported by the French Ministry of the Environment, Climate and Sustainable Development, explores the issues surrounding ultra-plastic in figures and facts.

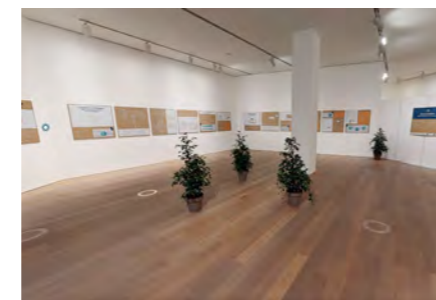
It is also available online: 



> Infobesity: a cognitive science perspective

Created to coincide with the Luxembourg Sustainability Forum 2020, this exhibition is based on the following observation: in the digital age, we are constantly connected. IMS, Cog'X, Dsides and Didask take us on a journey to the heart of the human brain, to discover its strengths and limitations in the face of new ways of working and constant demands.

It is also available online: 



Raising awareness through the media

IMS' communication objectives are to provide information on activities linked to the 3 pillars of People - Planet - Prosperity, to share and promote resources and best practices, and to raise awareness among its network and beyond, inviting everyone to question and act in favor of sustainable development. Our actions are relayed mainly via the following media and non-media channels: websites, social networks, events, press relations, newsletters. For all these actions, we are committed to continuous improvement, whether in terms of dialogue with our stakeholders, the eco-socio-design of our media, or the creation of inspiring and motivating stories.

In 2022:

- 8 press releases
- 120 press releases
- More than 3,300 subscribers on LinkedIn
- 690 subscribers on the Facebook page
- 68,400 views on all YouTube videos
- More than 39,599 unique sessions on our IMS website (+38% on 2020)
- More than 11,900 unique sessions on our Lëtzebuerg Diversity Charter website (+38% on 2020)
- 2,788 subscribers to the IMS newsletter, 2,344 subscribers to the Diversity Charter newsletter and 231 subscribers to the associate member newsletter.



> A strong presence on social networks

Keep up to date with IMS and its members on a daily basis via our various online platforms. Like, share and follow us!



→ Conferences and workshops

In 2022, a satisfaction questionnaire was sent to participants at the end of each event in order to respond to members' expectations and needs. This year, 96 events were evaluated, with 94% of respondents recommending IMS events, with an average score of 8.1/10.

JANUARY 12

Workshop REUSE 3/4 - Reuse and re-employment, by videoconference - 15 participants

Speakers: Sandrine Grumberg - Demain Autrement and Marianne Richeux - CHEP

JANUARY 13

Science-Based Targets & Climate Action Luxembourg Task Force - workshop 8, videoconference - 22 participants

Speakers: Evan Hirsch et Benedict Altier - Baringa

JANUARY 20

Human rights and duty of care: understanding the basics, by videoconference - 23 participants

Speakers: Jean-Louis Zeien - Fairtrade Lëtzebuerg, Charlotte Michon - Association Entreprises pour les Droits de l'Homme and Nancy Thomas - IMS Luxembourg

FEBRUARY 1ST

Autonomous Working Group of the Lëtzebuerg Diversity Charter with Sodexo, by videoconference - 19 participants

Speakers: Claire Talbot, Ann De Jonghe, Cécile Payan Sompayrac and Marine Bosquet - Sodexo, Nancy Thomas and Gabriela Guerrero - IMS Luxembourg

FEBRUARY 3RD

Conference to present the 2022 program and welcome new members, by videoconference - 100 participants

Speakers: Nancy Thomas, Christian Scharff, Sophie Öberg, Anaïs Michel, Laura Mullenders, Gabriela Guerrero, Mathilde Leré, Priscilia Talbot, Laetitia Georgel, Sarah Struvay and Sandrine Grumberg - IMS Luxembourg

FEBRUARY 8

E-Talk REUSE, by videoconference - 15 participants

Speaker: Laura Mullenders - IMS Luxembourg

FEBRUARY 8

Autonomous Working Group of the Charte de la Diversité Lëtzebuerg with PwC Luxembourg, by videoconference - 9 participants

Speakers: Vinciane Istace and Maria Bravo - PwC Luxembourg, Nancy Thomas and Gabriela Guerrero - IMS Luxembourg

FEBRUARY 21

Autonomous Working Group of the Lëtzebuerg Diversity Charter with ABBL, by videoconference - 16 participants

Speakers: Catherine Bourin - ABBL et Gabriela Guerrero - IMS Luxembourg

FEBRUARY 23

Science-Based Targets & Climate Action Luxembourg Task Force - workshop 9, videoconference - 17 participants

Speaker: Christina Stuart - Carbone 4

FEBRUARY 25

Autonomous Working Group of the Lëtzebuerg Diversity Charter with State Street, by videoconference - 11 participants

Speakers: Frederic Trierweiler - State Street, Priscilia Talbot and Gabriela Guerrero - IMS Luxembourg

MARCH 1ST

Diversity Network: diversity, values and communication, videoconference - 22 participants

Speakers: Bellakhdar Nedjma - BGL BNP Paribas, Deborah Semedo - Commune de Bettembourg, Sandra Alves Pinto - Encevo

MARCH 4

Sustainable Procurement Club #1: the purchasing profession, changes and revolutions, by videoconference - 9 participants

Speaker: Sandrine Grumberg - Demain Autrement

MARCH 8

E-Talk REUSE, by videoconference - 7 participants

Speaker: Laura Mullenders - IMS Luxembourg

MARCH 9

REUSE 4/4 workshop : Cradle-to-cradle, at Simmons&simmons - 19 participants

Speaker: Gilles Gardula - Lycée des Arts et Métiers

MARCH 11

Sustainability Manager Club #1 in French, videoconference - 9 participants

Speaker: Philippe Lerouvillois - Ecota

MARCH 14

Territory working group : Kirchberg, by videoconference - 5 participants

MARCH 15

Lunch and learn - Part&Act IN PRACTICE, by videoconference - 10 participants

Speakers: Amandine Guerrier and Pelagia Baxevani- Nyuko, Priscilia Talbot - IMS Luxembourg

MARCH 17

Sustainability Manager Club #1 in English, by videoconference - 11 participants

Speaker: Alexandros Kostopoulos - CSR Hellas

MARCH 18

Face à l'info: entre incertitude et intuition (Faced with the news: between uncertainty and intuition), at the Chambre des Métiers - 17 participants

Speakers: Gaëtan de Lavilléon - Cog'X, Mathilde Leré - IMS Luxembourg

MARCH 23

Preparatory workshop for Diversity Day 2022, at the House of Training - 23 participants

Speakers: Laure Amoyel - Ministère de la Famille, de l'Intégration et à la Grande Région, (Ministry for the Family, Integration and the Greater Region) Nancy Thomas and Priscilia Talbot - IMS Luxembourg

MARCH 25

Territory working group: Gare, by videoconference - 8 participants

MARCH 28

Territory working group: Place de l'Étoile, by videoconference - 4 participants

MARCH 29

Lunch and learn Repair Cafés, at Facilitec - 13 participants

Speakers: Sarah Haas - CELL and Nadia Lemaire - STIB

MARCH 30

Lunch and learn Repair Cafés, at Arendt - 15 participants

Speakers: Sarah Haas - CELL and Nadia Lemaire - STIB

MARCH 30

Science-Based Targets & Climate Action Luxembourg Task Force - workshop 10, at HSBC Continental Europe - 12 participants

Speakers: Soline Bonnel and Mathieu Cribellier - South Pole, Roberto Vanoli and Guillaume Duguet - HSBC Continental Europe

MARCH 31

Territory working group: Cloche d'or, by videoconference - 6 participants

MARCH 31

Territory working group: Leudelange, by videoconference - 4 participants

MARCH 31

Capitals Coalition presentation conference, by videoconference - 22 participants

Speakers: Martin Lok - Capitals Coalition and Sophie Öberg - IMS Luxembourg

APRIL 1ST

Cycle événementiel (event cycle): introduction, at Luxembourg Convention Bureau - 27 participants

Speakers: François Lafont - Luxembourg Convention Bureau and Sandrine Grumberg - Demain Autrement (A different tomorrow)

APRIL 21

Introduction to sustainable finance instruments, by videoconference - 25 participants

Speaker: Nicoletta Centofanti - Luxembourg Sustainable Finance Initiative

APRIL 26

Stop the rush at POST - 28 participants

Speakers: Gaëtan de Lavilléon - Cog'X and Mathilde Leré - IMS Luxembourg

APRIL 26

The mental health of HR: a precious asset to be preserved collectively, at Allen&Overy - 32 participants

Speakers: Gaëtan de Lavilléon - Cog'X, Nancy Thomas and Mathilde Leré - IMS Luxembourg

APRIL 26

Preview of the film "La Fabrique des Pandémies" (the pandemic factory) in the presence of the director, at Kinopolis - 115 participants

Speakers: Marie-Monique Robin - M2R films and Marie Sauvignon - IMS Luxembourg

APRIL 29

How to create a sustainable relationship with nature, at Ramborn Cider Co. - 14 participants

Speakers: Julie Schadeck and Hubert Mansion - University in Nature

APRIL 29

City Nature Challenge (Grund and Kirchberg districts) - 8 participants

Speakers: Paul Braun, Tania Walisch and Bruno Eusebi - National Museum of Natural History, John Park - BeeTogether

MAY 3

Information conference on light pollution and solutions, at State Street - 12 participants

Speakers: Daniel Gliedner - Naturpark Our and Simona Sandu - TNT asbl

MAY 5

Sustainability Manager Club #2 in English, by videoconference - 10 participants

Speaker: Alexandros Kostopoulos - CSR Hellas

MAY 6

Sustainability Manager Club #2 in French, by videoconference - 10 participants

Speaker: Philippe Lerouvillois - Ecota

MAY 10

Digital Challenge: innovating for the professional integration of Generation Z, at Alter Domus - 12 participants

Speakers: Lovell Mbala - Care Luxembourg, Nancy Thomas and Mélissa Strauss - IMS Luxembourg

MAY 11

The challenges of hybrid work, at POST Luxembourg - 18 participants

Speakers: Emma Vilarem - **Cog'X** and Mathilde Leré - **IMS Luxembourg**

MAY 11

Human rights: from risk to opportunity, at CFL - 13 participants

Speakers: Charlotte Michon - **Association Entreprises pour les Droits de l'Homme** and Nancy Thomas - **IMS Luxembourg**

MAY 13

Sustainable Procurement Club #2: supply chain transparency, by videoconference - 15 participants

Speaker: Sandrine Grumberg - **Demain Autrement (Another tomorrow)**

MAY 16

Event cycle: developing guidelines and criteria, at Casino Luxembourg - 35 participants

Speakers: François Lafont - **Luxembourg Convention Bureau**, Sandrine Grumberg and Laura Mullenders - **IMS Luxembourg**

MAY 17

Information conference on light pollution and solutions, at POST Luxembourg - 16 participants

Speakers: Daniel Gliedner - **Naturpark Our** and Simona Sandu - **TNT asbl**

MAY 18

Visit to the Ateliers du Tricentenaire vocational integration workshops - 9 participants

Speaker: Jérôme Colson - **Tricentenaire asbl**

MAY 18

Visit to the Ateliers d'Insertion Professionnelle (vocational integration workshops), at the Ligue HMC - 6 participants

Speaker: Laurent Mussot - **HMC League**

MAY 18

Official signing session and 10th anniversary of the Lëtzebuerg Diversity Charter, at the Maison du Savoir - 112 participants

Speakers: Corinne Cahen - **Minister for Family, Integration and the Greater Region**, Ouissem Belgacem - **OnTrack**, Ann De Jonghe - **Sodexo**, Daniel Danso - **Linklaters**, Alexandra Schmidt-Mintgen - **HSBC Continental Europe**, Serge Ceurvels - **RBC Investor & Treasury Services**, Vinciane Istace - **PwC Luxembourg**

MAY 19

Luxembourg CEO Sustainability Club: discussion with Ouissem Belgacem, PwC Luxembourg - 21 participants

Speaker: Ouissem Belgacem - **OnTrack**

MAY 19

Mobility fresco in Luxembourg, by videoconference - 11 participants

Speaker: Tanguy Colou-Mohbat - **Mobility fresco**

MAY 19

Lunch and learn - Part&Act IN PRACTICE, by videoconference - 7 participants

Speakers: Amandine Guerrier et Lucile Barberet - **Nyuko**

MAY 20

(Handi)Diag, Workshop 1, by videoconference - 20 participants

Speakers: Gwenaël Berthélemé-Saudreau - **RMB Développement** and Alexia Merel - **IMS Luxembourg**

JUNE 2

Preparation for Digital Skills Matchmaking, by videoconference - 9 participants

Speakers: Marina Andrieu and Amélie Schmidt - **WIDE**, Priscilia Talbot and Kévin Flichet - **IMS Luxembourg**

JUNE 8

Luxembourg CEO Sustainability Club: teleworking at Clearstream reveals our brain's needs - 11 participants

Speakers: Marie Lacroix - **Cog'X** and Nancy Thomas - **IMS Luxembourg**

JUNE 8

Learning to learn, at Arendt & Medernach - 24 participants

Speakers: Marie Lacroix - **Cog'X** and Nancy Thomas - **IMS Luxembourg**

JUNE 9

Annual General Meeting, at the IFSB - 63 participants

Speakers: Christian Scharff - **IMS Luxembourg**, Emmanuel Gregoris - **La Fiduciaire des PME**

JUNE 10

Sustainable Procurement Club #4: cost reduction, videoconference - 9 participants

Speaker: Sandrine Grumberg - **Demain Autrement (Another tomorrow)**

JUNE 13

Presentation of the new Zero Single-Use transition kit, by videoconference - 24 participants

Speaker: Laura Mullenders - **IMS Luxembourg**

JUNE 14

Digital Challenge: cooperation between high schools and companies, at the Ministry of Education, Children and Youth - 50 participants

Speakers: Franziska Rieder and Mike Engel - **Maison de l'orientation**, Mélissa Strauss and Nancy Thomas - **IMS Luxembourg**

JUNE 16

Sustainability Manager Club #3 in English, by videoconference - 16 participants

Speakers: Alexandros Kostopoulos - **CSR Hellas**

JUNE 17

(Handi)Diag, Workshop 2, at Sodexo Luxembourg - 9 participants

Speakers: Gwenaël Berthélemé-Saudreau - **RMB Développement** and Alexia Merel - **IMS Luxembourg**

JUNE 20

Event cycle: catering and waste, at Casino Luxembourg - 34 participants

Speaker: Sandrine Grumberg - **Demain Autrement (Another tomorrow)**

JUNE 21

Lunch and learn - Part&Act IN PRACTICE, by videoconference - 3 participants

Speakers: Amandine Guerrier et Lucile Barberet - **Nyuko**

JUNE 22

Visit to the Minett Unesco Biosphere Reserve at the Ellergronn Nature and Forest Centre - 10 participants

Speakers: Guy Colling and Thierry Helminger - **Musée national d'histoire naturelle (National Museum of Natural History)**

JUNE 22

Diversity Network: creating links, by videoconference - 18 participants

Speakers: Annika Grosser - **Minusines**, Astrid Møller Christensen - **Nordea Investment Funds** and Priscilia Talbot - **IMS Luxembourg**

JUNE 29

Digital Challenge: innovating for the professional integration of Generation Z, at CMCM - 29 participants

Speakers: Lovell Mbala - **Care Luxembourg**, Mélissa Strauss and Nancy Thomas - **IMS Luxembourg**

JUNE 29

"Klaxit" information session, by videoconference - 28 participants

Speaker: Clément Morineau - **Klaxit**

JUNE 30

Digital Skills Matchmaking, during ICT Spring at LuxExpo - 27 participants

Speakers: Marina Andrieu - **Digital Skills and Jobs Coalition**, Max Gindt - **Ministère d'État**, Service Communication et Media and Nancy Thomas - **IMS Luxembourg**

JULY 1st

Sustainability Manager Club #3 in French, by videoconference - 12 participants

Speakers: Philippe Lerouillois, Thomas Debouverie and Alexis Laurent - **Ecota**, Anaïs Michel - **IMS Luxembourg**

JULY 4

HR: how the levers of employee commitment are changing with HR Community, at Lalux - 51 participants

Speaker: Olivier Charbonnier - **Groupe Interface / Dsides**

JULY 5

Clean up with Pick It Up, Kirchberg - 11 participants

Speaker: Didier Picard - **Pickitup**

JULY 7

(Handi)Diag, Workshop 3, at AlterDomus - 10 participants

Speakers: Gwenaël Berthélemé-Saudreau - **RMB Développement** and Alexia Merel - **IMS Luxembourg**

JULY 15

Human rights with the OECD, by videoconference - 11 participants

Speaker: Basak Baglayan - **OECD National Contact Point in Luxembourg**

SEPTEMBER 6

(Handi)Diag, workshop 4, at the Chamber of Commerce - 13 participants

Speakers: Gwenaël Berthélemé-Saudreau - **RMB Développement** and Alexia Merel - **IMS Luxembourg**

SEPTEMBER 8

Luxembourg CEO Sustainability Club: produce your GHG report, at Njord Café - 8 participants

Speakers: Bruno Renders et Alexis Sikora - **IFSB**, Christian Scharff - **IMS Luxembourg**

SEPTEMBER 12

Cycle événementiel: inclusion and diversity, at Casino Luxembourg - 33 participants

Speaker: Priscilia Talbot - **IMS Luxembourg**

SEPTEMBER 15

Digital Challenge: challenge your company at Cargolux - 19 participants

Speakers: Lovell Mbala - **Care Luxembourg** and Mélissa Strauss - **IMS Luxembourg**

SEPTEMBER 20

European Mobility Week: Better Connections, at PwC Luxembourg - 29 participants

Speakers: Christophe Reuter - **Ministère de la Mobilité et des Travaux publics**, Joanne Wirtz and Patrick van Egmond - **LuxMobility**, Clément Morineau - **Klaxit**, Tanguy Colou-Mohbat - **Fresque de la Mobilité**, Emmanuel Plattard - **The Happy Cyclist**, Denis Hubert and Sophie Montreuil - **Automobile Club du Luxembourg**, Sam Jacoby - **Verkéiersverbond**, Anne-Sophie Preud'homme - **PwC Luxembourg**

SEPTEMBER 22

Diversity Network: Age management at Raiffeisen - 19 participants

Speakers: Claire Talbot - **Sodexo Luxembourg**, Claudia Colantonio - **AXA Assurances Luxembourg**, Renaud Le Squeren - **DSM Avocats à la Cour**, Ludvine Plessy - **KeepContact**, Priscilia Talbot and Gabriela Guerreo - **IMS Luxembourg**

SEPTEMBER 23

Sustainable Procurement Club #5: intellectual services and CSR commitments, by videoconference - 15 participants

Speaker: Sandrine Grumberg - **Demain Autrement**

SEPTEMBER 27

(Handi)Diag, workshop 5, at the European Court of Auditors - 12 participants

Speakers: Gwenaël Berthélemé-Saudreau - **RMB Développement** and Alexia Merel - **IMS Luxembourg**

SEPTEMBER 27

Emotions at work: how to manage them? With HR Community, at BIL - 67 participants

Speaker: Catherine Henrotte - **Solu4Co**

SEPTEMBER 28

Taking a close look at Sustainable Finance Standards with LSFI, videoconference - 21 participants

Speakers: Neil Stewart - **Value Reporting Foundation**, Mike McCreless - **Impact Frontiers**, Maria Tapia - **Luxembourg Sustainable Finance Initiative (LSFI)**

SEPTEMBER 30

Sustainability Manager Club #4 in French, at ArcelorMittal - 13 participants

Speakers: Philippe Lerouillois and Alexis Laurent - **Ecota**

OCTOBER 5

Luxembourg CEO Sustainability Club dinner, at the Table du Belvédère - 61 participants

Speakers: John Elkington - **Volans**, Franz Fayot - **Minister of Economy**, Tessa van Soest - **B Lab Benelux** and Christian Scharff - **IMS Luxembourg**

OCTOBER 6

Luxembourg Sustainability Forum 2022, at KlimaExpo at LuxExpo The Box - 700 participants

Speakers: Frédéric Lilien, Grégoire Baumberger, Glenn Albrecht, Joanna Krupp - **University of Luxembourg**, Louise König - **The New Division**, Caroline Hickman - **Bath University**, Stephan Lewandowsky - **University of Bristol**, John Elkington - **Volans**, Maud Larochette - **N-Side**, Olivier Perquy - **Nespresso**, Paola d'Angelo - **Innpact**, Christian Clot - **Human Adaptation Institute**, Saskia Rotshuizen - **B Lab Benelux**, Marie Sauvignon, Nancy Thomas et Christian Scharff - **IMS Luxembourg**

OCTOBER 14

Santé au travail: quelles stratégies de prévention face aux addictions (Occupational health: prevention strategies for addictions), at Spuerkeess - 7 participants

Speakers: Grégory Lambrette and Martine Hendrix - **arcus**, Marco Morgante - **Systemic coaching & consulting** and Priscilia Talbot - **IMS Luxembourg**

OCTOBER 18

Sustainability Academy - 30 minutes, by videoconference - 11 participants

Speaker: Melanie Terren - **ILA**

OCTOBER 18

Infobesity and resilience: adopting info-responsible practices, by videoconference - 30 participants

Speakers: Caroline Sauvajol-Rialland - **So Comment** et Pierre Guillot - **IMS Luxembourg**

OCTOBER 25

Sustainability Awards 2022 with Maison Moderne, PwC

Speakers: Jacques Schneider - **Artist**, Pierre-Yves Lanneau Saint-Léger - **Paperjam+Delano Business Club**, Julien Demoulin, Julie Becker and Nancy Thomas - **IMS Luxembourg**

OCTOBER 27

Human rights: from risk to opportunity, at CFL - 12 participants

Speaker: Charlotte Michon - **Association Entreprises pour les Droits de l'Homme** and Nancy Thomas - **IMS Luxembourg**

OCTOBER 28

Lunch and learn - Part&Act IN PRACTICE, by videoconference - 18 participants

Speakers: Amandine Guerrier - **Nyuko**, Priscilia Talbot - **IMS Luxembourg**

NOVEMBER 11

Sustainable finance and sustainability: links and reciprocal impacts, at PwC - 15 participants

Speakers: Frédéric Vonner and Vincent Gouttes - **PwC Luxembourg**, Sophie Öberg and Laura Mullenders - **IMS Luxembourg**

NOVEMBER 15

Pilot for the Inclusion Fresco at the Cloche d'Or, PwC - 15 participants

Speakers: Benoite Aubé - **Cog'X**, Priscilia Talbot and Nancy Thomas - **IMS Luxembourg**

NOVEMBER 16

Digital Challenge: closing videoconference - 31 participants

Speakers: Frédéric Hupert - **Care Luxembourg**, Victor Fola - **Student**, Nancy Thomas and Mélissa Strauss - **IMS Luxembourg**

NOVEMBER 17

Pilot for the Inclusion Fresco at the Cloche d'Or, PwC - 15 participants

Speakers: Benoite Aubé - **Cog'X**, Priscilia Talbot and Nancy Thomas and Laetitia Georgel - **IMS Luxembourg**

NOVEMBER 17

Sustainability Manager Club #4 in English, by videoconference - 9 participants

Speaker: Alexandros Kostopoulos - **CSR Hellas**

NOVEMBER 17

Pilot for the Inclusion Fresco at Cercle Cité downtown - 9 participants

Speakers: Benoite Aubé - **Cog'X**, Priscilia Talbot and Nancy Thomas and Laetitia Georgel - **IMS Luxembourg**

NOVEMBER 18

Sustainability Manager Club #5 in French, at ArcelorMittal - 13 participants

Speakers: Philippe Lerouillois and Alexis Laurent - **Ecota**, Sophie Öberg and Laura Mullenders - **IMS Luxembourg**

NOVEMBER 22

Sustainability Academy - 30 minutes, by videoconference - 9 participants

Speaker: Benoite Aubé - **Cog'X**

NOVEMBER 23

Information session on the B Corp movement in Luxembourg, at LuxExpo The Box - 39 participants

Speakers: Carlo Hein - **Ramborn Cider Co**, Marco Caldana - **Farad Group**, Cintia Procaci - **A Beautiful Green**, Saskia Rotshuizen - **B Lab Europe Benelux**, Laura Mullenders - **IMS Luxembourg**

NOVEMBER 25

Sustainable Procurement Club #6: new tools for extra-financial reporting, by videoconference - 5 participants

Speakers: Sandrine Grumberg - **Demain Autrement**, Sophie Öberg and Anne Behin - **IMS Luxembourg**

NOVEMBER 30

Restitution and co-creation workshop on interculturality, at the Bierger-Center - 26 participants

Speakers: Jenny Biver, Nancy Thomas, Nadia Azarfane, Priscilia Talbot and Sandrine Grumberg - **IMS Luxembourg**

DECEMBER 1ST

Reducing energy consumption in the workplace, at the Chamber of Commerce - 40 participants

Speakers: Claudia Colantonio - **AXA Assurances Luxembourg**, Karine Blanc Guivarc'h - **Decathlon**, Samuel Gillesen - **Klima-Agence**, Sabrina Kohn - **Chambre de Commerce**, Franco Florio - **Flowey**, Thomas Collin - **ABB** and Laetitia Georgel - **IMS Luxembourg**

DECEMBER 1ST

Using the CSR Risk Check to identify human rights and environmental risks, videoconference - 34 participants

Speakers: Jannik Struss - **UPJ** and Nancy Daiss - **San Lucar**

DECEMBER 7

Taking a close look at Sustainable Finance Tools, videoconference - 10 participants

Speakers: Jose Godonou Atata, Maria Tapia and Laura Marongiu - **Luxembourg Sustainable Finance Initiative**

DECEMBER 8

Sustainability Manager Club #5 in English, by videoconference - 8 participants

Speaker: Alexandros Kostopoulos - **CSR Hellas**

DECEMBER 13

Diversity & Inclusion engineering, Casino Luxembourg - 40 participants

Speakers: Michael Stuber - **European Diversity**, Priscilia Talbot et Nancy Thomas - **IMS Luxembourg**

DECEMBER 13

Sustainability Academy 30 minutes, by videoconference - 8 participants

Speaker: Charlotte Michon - **Association Entreprises pour les Droits de l'Homme**

DECEMBER 15

Human rights: from risk to opportunity, by videoconference - 19 participants

Speakers: Charlotte Michon - **Association Entreprises pour les Droits de l'Homme** and Albane Le Cabec - **IMS Luxembourg**

DECEMBER 20

(Handi)Diag, workshop 6, at POST Luxembourg - 13 participants

Speakers: Gwenaël Berthélemé-Saudreau - **RMB Développement** and Alexia Merel - **IMS Luxembourg**

→ Concrete interactions and contributions with stakeholders

AKTIOUN NOHALTEGKEET STEERING GROUP MEETING

Nancy Thomas attended 1 platform meeting.

ADVISORY COMMISSION SIS

Nancy Thomas has been Vice-Chair of the commission since 2017 and attended 7 commission meetings in 2022.

INTERMINISTERIAL COMMITTEE - LGBTI 1

Priscilia Talbot took part in the meeting of the LGBTI Interministerial Committee.

CSDD NOHALTEGKEETSROT

Nancy Thomas has been a member of the Nohaltegkeetsrot since September 2022 and attended 3 meetings in 2022.

CSR EUROPE

Nancy Thomas has been a member of the CSR Europe Board since 2019 and attended 3 meetings in 2022. She did not stand for re-election at the Annual General Meeting on June 22. Sophie Öberg took part in the National Partner Organisations meeting on June 7 and 8.

ING LUXEMBOURG

Nancy Thomas was a member of the jury for the ING Solidarity Awards 2022.

INSTITUT LUXEMBOURGEOIS DES ADMINISTRATEURS

Sophie Öberg is co-chair of the ILA Sustainability Strategy for Boards Working Committee. In 2022, the Committee met 8 times.

LUXEMBOURG SUSTAINABLE FINANCE INITIATIVE

Sophie Öberg took part in the annual stakeholders' meeting on July 21.

LUXINNOVATION

Sophie Öberg was a jury member in the Fashion and Sustainable Cities categories of the Circular by Design Challenge, between December 2021 and April 2022.

GUIDANCE CENTER

Nancy Thomas, Sophie Öberg and Priscilia Talbot acted as interview coaches at the "Entretien d'embauche : comment se préparer et convaincre" day on November 8.

MINISTRY OF FOREIGN AFFAIRS

Nancy Thomas took part in 3 meetings of the National Action Plan - NAP Human Rights.

Nadia Azarfane attended 1 meeting of the new branding strategy 2021-2025

MINISTRY OF THE ENVIRONMENT, CLIMATE AND SUSTAINABLE DEVELOPMENT

Nancy Thomas and Priscilia Talbot led 2 round tables (stakeholder consultation) during 2 mornings dedicated to the Agenda 2030 Voluntary National Review 2022. The report was presented to the UN in July.

The IMS team had a stand at the three-day KlimaExpo in October.

PACTE CLIMAT

Laetitia Georgel presented IMS' Pacte Climat activities at the Pacte Climat Day on June 9, 2022.

POST LUXEMBOURG

Laetitia Georgel took part in the CSR Expert Committee's evaluation of Post Luxembourg 2021's Integrated Report.

→ Participation in external events

JANUARY 15

Maison de l'Orientation, Nancy Thomas' contribution to the "Careers Education and Guidance in Schools" training course for guidance coordinators.

FEBRUARY 2

GERO, Nancy Thomas and Priscilia Talbot provide an introduction to diversity for our teams.

APRIL 25

Luxembourg Convention Bureau, Sandrine Grumberg and Nancy Thomas speak at "Business Events Day: CSR at the heart of our industry".

APRIL 27

Compass group, Nancy Thomas as patron of the 2022 edition of Stop Food Waste Day, and Sarah Struvay in the "Virtual Cooking Class: la chakchouka!"

MAY 31

Paperjam + Delano Business Club, co-hosting the "10x6 Inclusion" by Nancy Thomas.

JULY 7

Aztec, Priscilia Talbot's contribution to the "Inclusivity in the workplace" round table at PRIDE.

SEPTEMBER 16

Innovation Hub Dudelange, Sophie Öberg's contribution to the start-ups day

SEPTEMBER 22

European Parliament Liaison Office in Luxembourg, Representation of the European Commission in Luxembourg and Fairtrade Lëtzebuerg, Nancy Thomas' contribution to the round table "How to strengthen corporate responsibility in terms of human and environmental rights".

SEPTEMBER 16

PwC Luxembourg, Nancy Thomas and Sophie Öberg present IMS at PwC ESG Autumn Week.

October 4

Chamber of Commerce, presentation by Sophie Öberg and Laura Mullenders at the BeNeLux Circular Economy Business Forum.

OCTOBER 18

Fidès, Priscilia Talbot's speech at the "Time's Up de la Diversité" conference.

October 26

MindForest, presentation by Priscilia Talbot at a Sustainability Leadership Forum round table.

NOVEMBER 16

Digital Coalition, speech by Laetitia Georgel at the Luxembourg Internet Days.

DECEMBER 8

INCO and WIDE, Laetitia Georgel's contribution to an information session on digital marketing professions.

DECEMBER 8

ING Luxembourg, Nancy Thomas, as a member of the jury, presented the €5,000 prize to the association Action pour un Monde Uni (AMU) at the ING Solidarity Awards.

→ Awards and recognition

PRIX ANNE BEFFORT 2022

In 2022, IMS Luxembourg was awarded the Anne Beffort Prize by the City of Luxembourg.

"In awarding the Anne Beffort 2022 prize to "IMS - Inspiring More Sustainability", the college of burgomasters and aldermen wished to honor IMS's efforts in favor of equal treatment between women and men and the LGBTQ+ community, which, among many other fields of action, have over the years made it a benchmark player in corporate social responsibility at national level. Thanks to its collaborative approach, IMS succeeds in initiating pragmatic, effective and sustainable solutions to concrete and real problems in our society, and in giving companies and institutions the tools they need to develop projects with a positive social impact that are part of an organizational approach to social responsibility." Press release from the City of Luxembourg - December 2022



National Contact Point

→ B Corp



The B Corp movement is booming internationally, and is no exception in Luxembourg. Thus, since October 2022, IMS Luxembourg has been the single point of contact for certified B Corp companies, as well as for companies interested in the movement in the Grand Duchy. Our objectives are threefold: to inform, bring together and support organizations wishing to embark on a certification process.

→ Capitals Coalition



Since March 2022, IMS has been the Luxembourg branch of the Capitals Coalition. The values espoused by the Capitals Coalition and its national partners are the recognition of the impact and dependence of companies on natural, human and social capital alongside financial capital. Through a series of training courses, tools, networking and sharing of best practices, the movement provides companies with levers for action to help them identify and enhance their other sources of value. This approach translates into broader operational and strategic decision-making on various aspects of sustainable development and ESG criteria.

→ CSR Europe



IMS Luxembourg is the national representative of CSR Europe. As such, the team maintains regular exchanges with its counterparts across Europe on all CSR topics, and participates regularly in events.

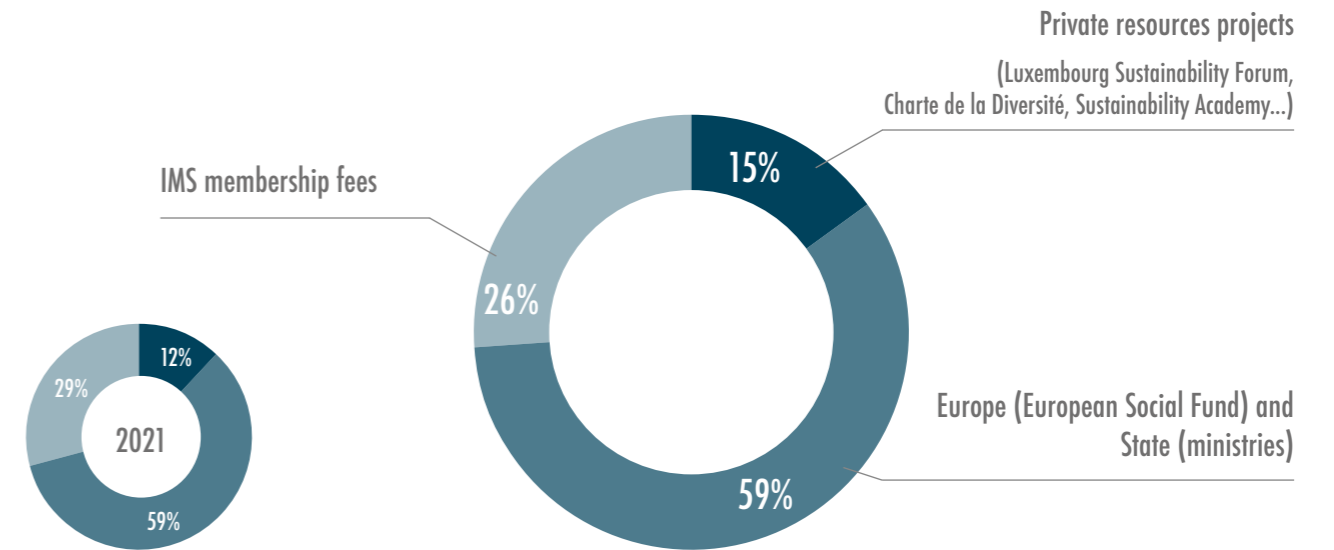
→ European Commission



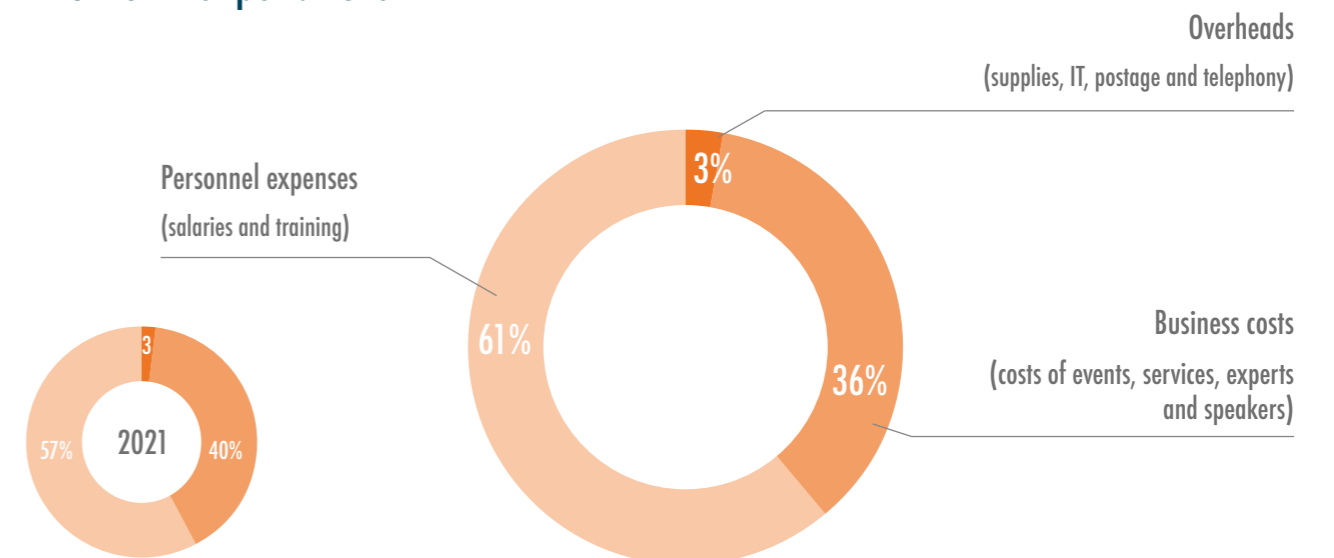
As promoter of the Lëtzebuerg Diversity Charter, the national charter for combating discrimination and promoting diversity management, IMS meets regularly with officials from the European Commission's Directorate-General for Justice and with those responsible for other existing charters in Europe. The governance model of the Luxembourg Charter is an example for its European peers.

Our 2022 accounts

→ IMS 2022 resources



→ IMS 2022 expenditure



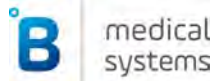
Under the Grand Ducal Decree of May 30, 2016, IMS Luxembourg is recognized as a public utility and thus offers its donors tax deductibility for donations.

Members of the IMS Luxembourg network in 2022

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They joined IMS in 2022



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