



IMS LUXEMBOURG
Inspiring More Sustainability

ACTIVITY REPORT

2017

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



*Inspiring responsible
strategies and practices
thanks to our network and
our expertise.*





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The President's message



IMS was born from the idea of six Luxembourg entrepreneurs 10 years ago. We thought of the following concept: sharing best practices in CSR between companies and I had the honor and the chance to implement it during this last decade!

Actually in 2007, Corporate Social Responsibility was an almost unknown concept and the first years of the association were dedicated to informing and popularizing the new issues of sustainable development. And very quickly, we turned to action, the realization of concrete projects, the Diversity Charter Lëtzebuerg, Part & Act, Sustainable Territories, Sustainable Purchasing, the Third Industrial Revolution...

In 2017, surrounded by our institutional and associative partners, we involved and inspired members, raised awareness among companies, suppliers and consumers through several projects and events. IMS marked the year with the release

of the "Migration for Employment" booklet, a Diversity Day followed by inspiring Diversity Awards, the launch of the Partners With Impact project, a successful Speed Meeting, rewarding CEO Clubs, fields projects like Food Waste Zero or Positive Drive ... This year ended with a special edition of the Luxembourg Sustainability Forum to blow our 10 candles and to continue to raise awareness with the presence of big names like Natasha Tsakos, Jean Jouzel and Lewis Pugh.

Many initiatives that you, members of IMS, have brought to life in the landscape of the Grand Duchy. All these initiatives are made possible thanks to the passionate and dedicated team who will accompany you for many years in your commitment.

The Board of Directors joins me in thanking everyone who contributed to the success of this adventure, in 2017 and since 2007! I have no doubt the next 10 years will be as productive as they will be fruitful.

Christian Scharff
President of IMS Luxembourg



“

When time comes to celebrate our 10th anniversary, we are happy to always be able to count on your support and your active involvement in our network.

You, the 117 members of IMS who represented more than 15% of the Luxembourg workforce in 2017. You have been more than 1800 participants at our events this year. This illustrate a little more each year, for 10 years now, the importance and value of our network to inspire you, train and inform you, educate you and more precisely offer you turnkey practical solutions.

Inspiring you; thanks to the various projects carried out in 2017 and thanks to more than 30 events. Putting ever more concrete and innovative formats forward to shift lines and bring Sustainable Development objectives at the heart of business strategies. The Luxembourg Sustainability Forum was a particularly real success and during which

we were honored to be surrounded by such inspiring speakers. You enjoyed this moment and so did we.

Training and informing you; thanks to publications released in 2017 and with the special edition of the MAG #5 for our 10 years, which retraces our whole journey.

Raising awareness; thanks to our partners and all stakeholders who follow us and trust us in our adventures.

Offering you turnkey practical solutions; thanks to the exchanges of good practices, the facilitation of partnerships with the associations, the pilot actions of pooling of resources on territories.

All of this has only been possible thanks to the IMS team, an expert and innovative team that commits every day to assist you, guide you and meet your needs.

Looking forward to see you in 2018 for a promising year, always by your side to keep building, the Grand Duchy of tomorrow, but always in a sustainable way.

Nancy Thomas
Director of IMS Luxembourg

”

The team in 2017



Nancy Thomas
Director



Marie Sauvignon
Sustainability Practice Leader



Paula Marques
Communications & Members Network Manager



Lolita Charpentier
Executive and Communications Assistant



Catia Fernandes
Coordinator Diversity Charter Lëtzebuerg



Justine Bousquet
Project Manager Diversity Charter Lëtzebuerg



Gaëlle Tavernier
Senior Project Manager Territories & Sustainable Development



Ricarda Braun
Project Manager Territories & Sustainable Development



Camille Gaudin
Project Manager Part&Act



Aurélien Mayer
Graphic Designer



Armelle Duvieusart
Project Manager Food



Pierre-Antoine Colin
Accounting and Finance Assistant



Lucie Rotario
Communications Assistant

IMS regularly welcomes young people for internships or civic services to promote their integration into the job market and offer them a real development opportunity. IMS warmly thanks Maelle Guezou, Connor O'Sullivan, Roby Leer, Claire Ahlborn, Pierrick Kinif, Lorraine Marquis and Anais Michel.



About us

For more than 10 years, IMS - Inspiring More Sustainability - has been the leading network of companies active in the field of Corporate Social Responsibility (CSR) in Luxembourg. The independent and apolitical association, also recognized to be of public utility, aims to inspire responsible strategies and practices on environmental and social issues in cooperation with national economic players. Thus, the initiatives of IMS are organized around three issues - people, planet, prosperity - to support the network's 117 members through CSR topics.

Based on these four pillars, IMS has launched numerous campaigns, training and events on diversity, partnerships between companies and associations, sustainable territories and other initiatives such as the Luxembourg Sustainability Forum and Sustainability Magazine. Over these ten years, the organization has created a network of members that represents 15% of the Luxembourg workforce and is the national branch of CSR Europe.

***Raising awareness and informing
Animating CSR's leading network
Bringing our expertise
Offering concrete solutions***





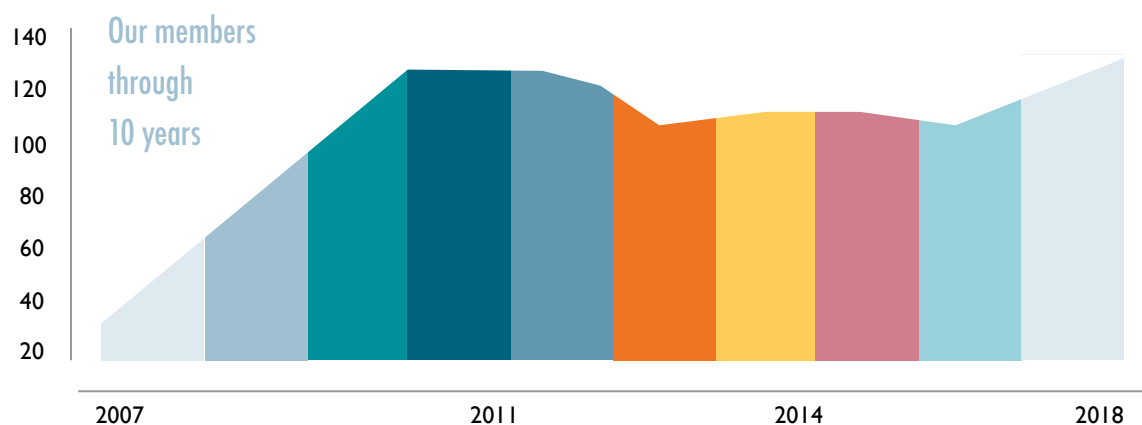
For 10 years already



+
10 000
Attendees

240
Events

35
Publications



Welcome!

→ They joined us in 2017

- ABBL
- Belvedere Architecture
- CCD Partners
- Chambre de Commerce
- Ferroknepper Buderus
- Goodyear
- Imagine
- Innpact
- Lombard International Assurance
- Tarkett
- Ujet
- vyzVoice
- Zurich Eurolife



We thank all our members for their trust and commitment.

We warmly thank ENCEVO for hosting the IMS team during the year 2017. In addition, we would like to thank the companies that welcomed us during IMS events and those who contribute, on a regular basis, to support us in our activities



Welcoming new members at the conference introducing the activities planning in February 2017

Our activities' compensation

→ IMS' activities carbon offset

As part of its activities, IMS Luxembourg strives to minimize its carbon footprint. After several years of partnership with MyClimate Luxembourg, which enabled us to compensate for the emissions that can not be avoided, we officially sealed our commitment with this organisation by signing a partnership agreement in January 2017. This year, IMS has offset the carbon footprint of all its activities through the Mobisol Smart Solar Homes project, which installs high-tech, solar-powered, home-based systems based on new technologies, a clean and affordable alternative to fossil fuels, in locations with Limited electricity access.

The project in a nutshell

In Africa, more than 600 million people, representing 60% of the population, do not have access to electricity, giving them no choice but using expensive and inefficient sources of fossil energy. This program was first set up in Tanzania with plans to expand to Rwanda, Ghana and Kenya. This project uses solar energy, mobile technologies and microfinance to provide high-tech home systems to developing African countries.



Some rewarded impacts

The benefits of this program are environmental, social but also economic. Mobisol Smart Solar Homes is a project that has received the Momentum For Change Award. It offers an easy-to-use, sustainable system that allows the development of education and telephony for modest income households and small businesses.

For more information : <https://lu.myclimate.org/carbon-offset-projects/projekt/tanzania-solar-7196/>



(from left to right): Nancy Thomas and Diane Muller-Kneip, IMS, Laurent Majerus and Erny Huberty, MyClimate Luxembourg

Key figures for 2017



1833

Participants
took part to our events

33



Associations were involved



9

Publications



IMS LUXEMBOURG
Inspiring More Sustainability

10

PROJECTS



33

events
were held



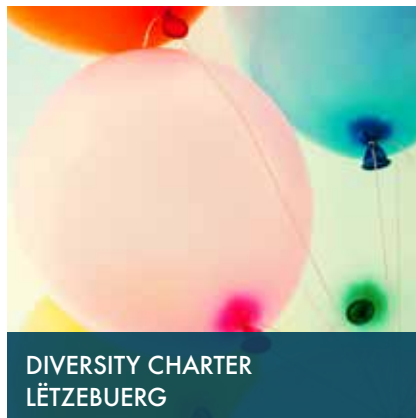
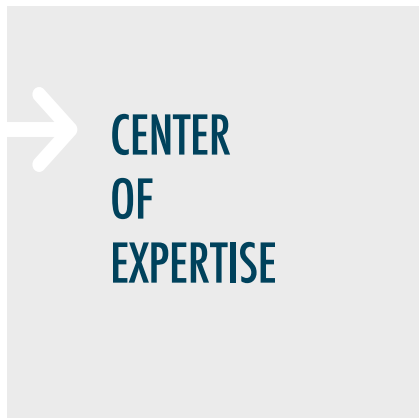
66

CEO
in our club

7



Territories
were impacted





IMS LUXEMBOURG
Inspiring More Sustainability

DIVERSITY CHARTER LËTZEBUERG

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

PART&ACT

IMS Luxembourg supports its members in implementing partnerships with Luxembourg associations. The aim is to encourage the local presence of companies and develop the skills of employees.

SUSTAINABLE TERRITORIES

IMS Luxembourg supports businesses and municipalities on the national territory in order to initiate new partnership models and foster dialogue with all stakeholders. Concrete actions include, for example, mobility, well-being, energy, waste management, circular economy, etc.

(HANDI)CAP' EMPLOI

(Handi)Cap'Emploi aims at promoting the access of people with disabilities to the common labor market by training and equipping employers.

PARTNERS WITH IMPACT

The Partners with Impact project introduces a new model of partnership between companies and associations, working on more specific topics of cooperation. Through workshops of co-creation and skills, the different actors come together to collectively identify and respond to the societal challenges of tomorrow.

SUSTAINABLE PURCHASING

Since its creation, IMS offers reflections and training cycles on sustainable purchasing as a whole. Tools such as working group and practical guides are available to guide you in your purchases concerning communication and food.

MIGRATION VERS L'EMPLOI

The project Migration vers l'emploi aims at promoting the hiring and integration of third-country nationals into the Luxembourg labor market, while informing, sensitizing and inspiring employers.

DIAGNOSE CSR PRACTICES

IMS has developed a questionnaire for its members, enabling a review of their CSR practices by answering 80 strategic key questions.

THIRD INDUSTRIAL REVOLUTION

The Ministry of the Economy, the Chamber of Commerce and IMS Luxembourg led the project of Third Industrial Revolution for Luxembourg, driven by the theory of Jeremy Rifkin. This initiative aims at defining a new economic model, in the long term.

LUXEMBOURG CEO SUSTAINABILITY CLUB

This Club raises awareness among CEOs who are IMS member about the emergence of new economic paradigms adapted to social and environmental constraints, promoting sharing at a strategic level.

LUXEMBOURG SUSTAINABILITY FORUM

The must-attend event in the field of sustainable development in the Grand Duchy. This is an opportunity for the network to bring together its members, the various stakeholders, the public and many exceptional guests to inspire, decode and analyze the news of sustainable development.



→ OUR SPHERES OF ACTION

1.

AWARENESS-RAISING AND INFORMATION

Throughout the year, IMS raises awareness through different formats: conferences, round tables, forum, workshops, campaigns or specific training, to offer its members fresh CSR news.

➤ Luxembourg Sustainability Forum 2017

The CSR must-attend event!

On the 21st of November 2017, IMS organized the 7th Luxembourg Sustainability Forum, the key CSR event in Luxembourg. Climate change was at the heart of the topics that were discussed at this memorable meeting. IMS welcomed major international speakers who wished to raise awareness and show the urgency to act for the planet. We have hosted various exceptional guests. Jean Jouzel, who is a climatologist and glaciologist as well as former vice-president of the IPCC group who was co-laureat of the Nobel Peace Prize in 2007 with Al Gore. Lewis Pugh, pioneering swimmer and United Nations Ambassador for the Oceans, the first man to swim in the icy waters of the North Pole in 2007. Natasha Tsakos' striking show, CLIMAX, marked the opening of the Luxembourg Sustainability Forum 2017, and drew attention to the urgent topics of our era. The UN SDSN Ambassador of the 2030 Artists' Collective involved every participant in the Forum and challenged us to fight the injustices we witness every day.

The afternoon was marked by many highlights and very surprising and rewarding formats, including a TV set on urban agriculture and happiness at work. Many experts got together like Marielle Dubbeling, Arnaud Herrmann, Camille Gira, Nicolas Schmitt, Ariane König, Nicolas Poussing, Charles Margues and many others. In the plenary hall, the public was able to discover the results of the IMS survey that was conducted among the members in order to assess their level of commitment in the field of CSR and more specifically their potential contribution to Luxembourg's 2030 Agenda.

During the event, the participants were had the opportunity to admire the exhibition "The Bigger Picture", a selection of images taken by French astronaut Thomas Pesquet during his trip aboard the ISS. This exhibition emphasises the beauty and vulnerability of our planet, perfectly in line with the themes of the event. The evening concluded with a cocktail party to celebrate the 10th anniversary of IMS.

Some figures about the event

- More than 500 participants
- 50 speakers
- 8 formats in 3 different places
- 1 brochure
- 17 videos available on IMS' Youtube channel





→ OUR SPHERES OF ACTION

1. Awareness-raising - Information

➤ Diversity Day Lëtzebuerg, 3rd edition

On May 11, 2017, IMS organized the third Diversity Day Lëtzebuerg, National Diversity Day via the Diversity Charter Lëtzebuerg. This day is a privileged opportunity for organizations to mobilize their employees around the concept of diversity, beyond the human resources department. Conferences, information meetings, workshops, stands, exhibitions in the lobbies, innovative partnerships, launching new products or services, etc. In three years, more than 150 actions have been organized in the territory of the Grand Duchy.



➤ Diversity Awards Lëtzebuerg

The Diversity Awards Lëtzebuerg are organized every two years to conclude the Diversity Day.

These awards reward the best practices in terms of diversity management within organizations in Luxembourg in 4 different categories. The 4 winners are designated by a jury of independent experts, chaired by the Minister of Family and Integration, Corinne Cahe. They are:

Recruitment, Welcome and Integration:
“Connections”, ASTI

This practice encourages the integration of asylum seekers and refugees on the job market.

Career Management
“Youth4Work”, Intercommunal Union De Réidener Kanton

This human project aims at coaching young people encountering difficulties

Environnement and Wellbeing at work
“Call center”, ADEM

This practice is replicable as it consists in a call center service only composed of people with disabilities.

Communication and Values of the organisation
“Live my Life”, Sodexo

“Live my life” allows collaborators to exchange position during one day to break stereotypes related to some positions.

Little extra

4 videos presenting the laureate's best practices are available on the Charter's YouTube channel



➤ Sustainable Purchasing trainings

This year, IMS organized three events, trainings and round tables, around the topic of sustainable purchasing in:

- *Communication*
- *WEEE (Waste Electrical and Electronic Equipment)*
- *The Responsible purchasing policy and charter*

The goal was to explore the purchasing cycle to increase understanding and improve processes.

➤ “Diversity management” training

This training is organized around IMS’ ‘Diversity Management’ practical guide.

It combines theory and practice to meet the needs of companies struggling with diversity management issues by guiding participants in the implementation of their diversity management policy.

In 2017, a training session was organized.





→ OUR SPHERES OF ACTION

2.

Animate the leading CSR network

IMS unites actors on CSR topics, both at national and European level. Sectoral innovation groups, or clubs, such as the Luxembourg CEO Sustainability Club, illustrate the promotion of exchanges and collaborative work within the network.



Sustainable Territories

As part of the Pacte Climat and the collaboration between municipalities and businesses, IMS Luxembourg - Inspiring More Sustainability - supports sustainable development and creates alliances between stakeholders around innovative projects in different territories and municipalities across the country.

More specifically, the “Sustainable Territories” project seeks to identify possible synergies between companies in the same territory and promotes cooperative actions related to sustainable development. The first step is to make a diagnosis of the situation in order to define the issues to be addressed according to the interest of the stakeholders. Secondly, IMS identifies constructive solutions and encourages the implementation of pilot projects at the municipal level, which generate a positive dynamic and can ultimately create systemic changes.

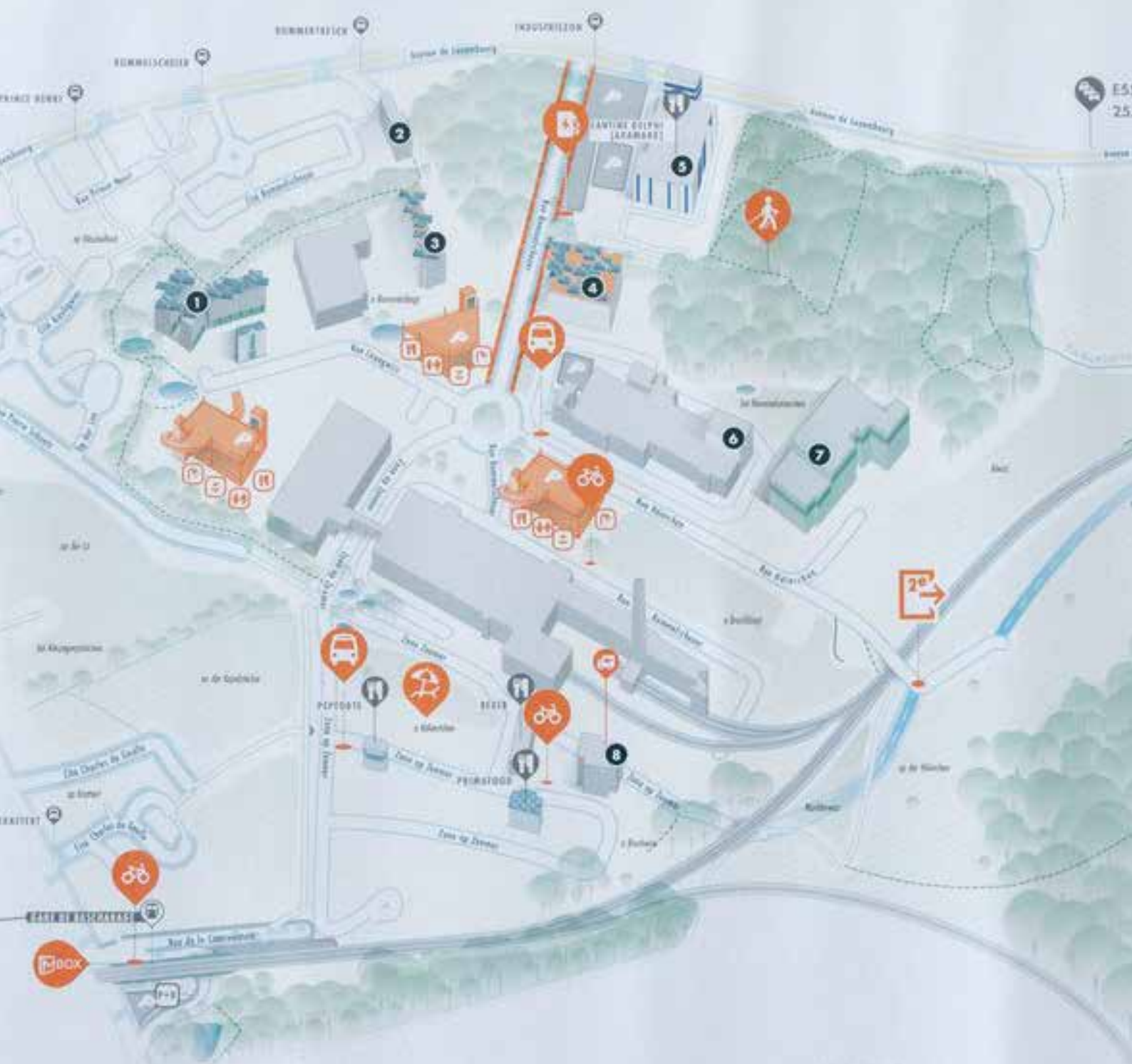
In 2017

- Focus on circular economy, mobility and energy transition.
- 14 meetings and 41 companies were mobilized in the pilot area.

ZAE Robert Steichen in Bascharage

At the beginning of 2017, IMS conducted a study to assess the potential of circular economy and sustainable development projects in the R. Steichen area in Bascharage, and was able to count on the presence of a group of motivated companies and on the support of the municipality of Käerjeng. Various topics were discussed during inter-company working groups. In particular, IMS organized a meeting on solar energy by demonstrating that a company could put its roof at the disposal of its employees to enable them to undertake a photovoltaic project. In addition, a working group was formed to work on concrete ways to improve the catering offer for employees in the ZAE R. Steichen area. The social fabric of the zoning has also been strengthened through the organization of the first neighborhood party for and by the companies in the area.

Principes de développement durable et d'économie circulaire à la ZAE Robert Steichen, Bascharage, Luxembourg



MUTUALISATION

FUTURE

	Label Super-DruckKlebe	Pneus	Matériel bureau	Electricité	Fuel	Jardinage	Gardiennage	Partage d'un spécialiste en froid pour frigo et climatisation	Offre partage filtration de l'huile	Services mécaniques
Sales Lentz										
Meyer										
Offergeld										
Tonlarelli										
Delphi										
Pains & Traditions										
Plastipak										
Proactif										

Achat groupé

Mutualisation

ST Interactif - Interactif de l'huile



Bettembourg – Dudelange

Under the aegis of myenergy and in collaboration with IMS, the first pilot project of the «Bettembourg-Dudelange Business Network» was created in 2017. On a voluntary basis, ten companies located in Bettembourg and Dudelange are committed to promoting energy efficiency and sustainable development. Planned over a period of four years, the commitment is based on an initial energy diagnosis, thematic information meetings and the promotion of the exchange of experiences and good practices between the participating companies. The Chamber of Commerce and the Chamber of Trades of Luxembourg are partners of the network.

Kirchberg

IMS has launched a mobility project with its members as well as public institutions based on the Kirchberg plateau. More specifically, a mobility map has been developed, which includes the mobility solutions that have been put in place by the latter on the Kirchberg plateau. In a first workshop, aboutsoft and sustainable mobility actions, the feasibility of a gamification campaign to collect data on mobility, as well as the development of thematic groups were discussed.

Cloche d'Or

In collaboration with seven companies of the Ban de Gasperich - AllianceBernstein, Alter Domus, BNY Mellon, the Translation Center for the Bodies of the European Union (CdT), the European Commission, PwC and POST - IMS has launched a mobility project in this area. Co-financed by the European Commission and in partnership with LuxMobility, a mobility expert, the mobile application "Positive Drive" was downloaded by more than 700 employees of participating companies and collected data about behavior in terms of mobility of the users in the area. The aim was to better understand what types of transport are used for commuting. By using the app, users were able to win numerous awards at the Oberweis and S-Cape partners and the winner won an electric bike, presented by the Minister of Sustainable Development and Infrastructures, François Bausch. Thanks to the collected data, a mobility analysis of la Cloche d'Or was developed by LuxMobility and an inter-company working group was created.

KlimaPakt
meng Gemeng engagéiert sech



→ OUR SPHERES OF ACTION

2. Animate the network

➤ PART & ACT

IMS Luxembourg supports its members in implementing partnerships with Luxembourg associations. The aim is to encourage the local presence of companies and develop the skills of employees. Thanks to IMS, more than 340 partnerships have already been established since the beginning of the project in 2013.

The Speed Meeting Part & Act has also resulted in many partnerships since its creation. For example, in 2017, ONET made a commitment to the association Inter-actions to facilitate the integration of the beneficiaries of the association in the professional world. At the end of the various meetings between the two actors and recruitment workshops, a beneficiary of Inter-Actions was hired for a fixed-term contract within ONET. A good example of a win-win partnership, facilitated by IMS!

Part&Act's key figures in 2017

- Over 65 participants
- 30 companies
- 21 associations





➤ Diversity Network

These meetings dedicated to the Diversity Managers of the signatory organizations of the Diversity Charter allow the sharing of good practices and the exchange around topics related to diversity.

In 2017, two specific themes were discussed:

- “Concrete solutions to the integration of third-country nationals”
- “How does the LGBTI commitment of a business contributes to shaping the society?”



The Charter's key figures in 2017

- 163 signatories
- 585 participants at 12 events
- 80 best practices on the Charter's website

➤ The Diversity Charter's signature ceremony

The 7th official signature ceremony of the Diversity Charter Lëtzebuerg welcomed 14 new signatories during an event at the International School Luxembourg.

More than 180 people took part in the event addressing the theme “Generations Y, Z and age management in business”, presenting issues and opportunities to improve age diversity management in company.





→ OUR SPHERES OF ACTION

2. Animate the network

➤ LUXEMBOURG CEO SUSTAINABILITY CLUB

Leaders have a crucial role in putting CSR issues on the agenda. Only they can give the impetus and vision that are necessary to their business, to really implement CSR at all levels and inspire changes in business models. By being proactive, managers can boost the integration dynamic of CSR at the heart of the strategy. This is precisely the objective of the Luxembourg CEO Sustainability Club which met twice in 2017.

Meetings in 2017 :

- Breakfast-debate and networking around the theme “Circular Economy, the necessary sloughing of companies”, in the presence of Colette Dierick, Luxembourg ING, Jeannot Schroeder, Luxembourg Center of Circular Economy and Christian Scharff, President of IMS Luxembourg.
- Dinner-debate in the presence of Jean Jouzel, Climatologist and Glaciologist, Lewis Pugh, pioneer swimmer and François Bausch, Minister of Sustainable Development and Infrastructures.



**LUXEMBOURG CEO
SUSTAINABILITY**
Club





3.

Provide our expertise

Providing our expertise is one of our primary vocations. This objective is materialized by the identification of potential areas for development, partnerships with CSR researchers and specialists, and the release of thematic publications and our magazine, Sustainability.

➤ Third Industrial Revolution

A transition is starting towards a true paradigm shift and Luxembourg is the first country in the world to prepare for it at the national level.

In 2016, under the joint leadership of the Ministry of the Economy, the Chamber of Commerce and IMS Luxembourg and in close collaboration with the American economic and social theorist Jeremy Rifkin, a strategy was defined to set orientations of a new sustainable model for the Grand Duchy.

As part of this national strategy, IMS Luxembourg supports its members to implement more sustainable practices and encourages them to engage themselves in a socially and environmentally responsible way.

People's Vote Projects

IMS dedicated a large part of the Luxembourg Sustainability Forum 2017 to projects born in the context of the Third Industrial Revolution, the People's Vote Projects. To promote innovative and inspiring projects of companies in Luxembourg, we organized a competition whose three best projects by category (Energy, Mobility, Construction, Food, Industry and Finance) were presented on stage.

The public voted live to elect the best projects.
The rewarded projects:

Energy : Creos

Deployment of 800 public charging stations

Mobility : PwC

Creation of a carpooling application "Carpooling"

Construction : Coeba Dave Lefèvre et Associés

The return of natural materials

Food : OUNI

Zero packaging

Industry : AMA Mundu technologies

When agricultural effluents turn into pure water and recoverable materials

Finance : Microlux

Luxembourg's leading microfinance institution

In addition, IMS Luxembourg, historical partner of the Third Industrial Revolution strategy, took part in 3 events in Luxembourg and organized and hosted a conference on "Alliances for cities in transition" at HEC Paris and spoke during Rev3 Days in Lille.



➤ Practical guide “Migration vers l’emploi”

“A successful integration by, inter alia, employment”

IMS Luxembourg has found that employers have little information on the subject of third-country nationals, either in terms of recruitment or integration into the company. Thus, we have launched a practical guide to guide employers while providing them with terminologies and good practices for hiring third-country nationals in Luxembourg.



➤ Luxembourg Sustainability Forum Brochure

The forum that marked the spirits in a booklet: exhibition, international speakers, the Third Industrial Revolution in practice, with People’s Vote Projects and a lot more!



➤ Sustainability Mag

IMS Luxembourg publishes its own magazine, “Sustainability” since 2015.

In 2017, IMS delivered two editions of Sustainability Mag, with focuses on the circular economy and 10 years of IMS. Beyond these focuses, the Mag # 04 addressed the themes of environmental migration, disability in business, food waste and the Third Industrial Revolution. The # 05 edition contains exclusive interviews with climatologist Jean Jouzel, artist Natasha Tsakos and swimmer Lewis Pugh., but also throwbacks on the first 10 years of IMS and the highlights that marked this decade in terms of sustainable development.

→ OUR SPHERES OF ACTION

3. Provide our expertise

➤ State of play and recommendations of member practices

Because it is sometimes essential to have an external view on the actions carried out within its own company, IMS has developed a questionnaire allowing to make an inventory of CSR practices and to discover the vision of the CSR of the business.

In about 80 key questions, IMS offers to accompany its members in order to draw up a reading grid of how CSR can be managed within the company. The purpose of this publication is to draw from the practical examples that are identified in order to build its CSR actions. In 2017, one member company benefited from this tool.



➤ European expertise



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.

In 2017, IMS participated in 3 working meetings with its counterparts.



Commission européenne

As the promoter of the Diversity Charter Lëtzebuerg, the national charter for the fight against discrimination and the promotion of diversity management, IMS regularly meets with the heads of the Directorate-General for Justice of the European Commission and the heads of other existing charters in Europe. The governance model of the Luxembourg Charter is an example for its European peers. In 2017, IMS participated in 3 meetings of the Diversity Charters platform, which includes 19 charters.



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IMS LUXEMBOURG
Inspiring More Sustainability

THE LUXEMBOURG
LEADING NETWORK





→ OUR SPHERES OF ACTION

4.

Propose concrete solutions

IMS promotes and supports innovation by putting tools at the disposal of its members, by promoting good practice and facilitating thematic actions, win-win partnerships and pilot actions on territories.

➤ Toolkit Diversity Day

To guide organizations in setting up fun actions for the Diversity Day Lëtzebuerg 2017, IMS has produced a kit of actions, available in French and English.

This kit contains examples of national and European actions to set up, for a successful day dedicated to diversity within the company. The action kit was presented at a Diversity Day Lëtzebuerg workshop where organizations were invited to think and present their ideas for action.

➤ Good practices of the Diversity Charter Lëtzebuerg

On the website www.chartediversite.lu, more than 200 good practice cards are available for consultation. These cards are intended to inspire the signatories of the Diversity Charter and for any other organization to replicate existing practices.





➤ Publication “Migration Vers l’Emploi”

The practical guide “Migration Vers l’Emploi” aims to promote the hiring and integration of third-country nationals into the Luxembourg labor market. The practical guide, made with funding from the European Asylum, Migration and Integration Fund (AMIF), aims at raising awareness and inform employers about the benefits and limitations of hiring this target audience. Containing many examples of good practice in the hiring and integration of third-country nationals, the guide encourages employers to implement integration actions in their organizations.



➤ (Handi)Cap’ Emploi

To raise awareness about disability in companies, IMS launched the project (Handi)Cap’ Emploi in collaboration with the Ministry of Family and Integration, the Ministry of Labor and the ADEM. By participating in awareness-raising training as well as one or more Employment Cafés, the participating companies were able to reflect on the place of disability in their business strategy as well as in their diversity management policy. They also had the opportunity to meet candidates with disabilities looking for a job, at the Cafés pour l’Emploi. This two-year project was completed in June 2017, but will have a follow-up in the form of a working group.

In 2 years:

3 Job Cafés
6 Trainings
19 Companies
37 Recruiters
75 Candidates
3 Guides
1 kit

16 hirings
3 benefitting from an
employment measure
1 in training

Beyond the events that contribute to changing attitudes towards disability in the workplace, an awareness and communication kit and a practical guide have been developed.



→ OUR SPHERES OF ACTION

4. Propose concrete solutions

➤ Speed Meeting Part&Act

The Speed Meeting Part & Act is a unique and friendly meeting that allows to exchange skills (informatics, legal, communication, ...), goods (furniture, computers, equipment loan ...) or services according to the different areas of expertise of the participants. This event is specially designed to develop mutual knowledge and exchanges. In 2017, the Speed Meeting took place on:

- June the 27th, at the Schéiss Cultural Centre, in Luxembourg

These meetings resulted in more than 46 partnership contracts.



➤ Partners with impact

IMS, in partnership with ULESS, the Ministry of Labor, Employment and the social and solidarity Economy and the 6zero1, has developed the project Partners with Impact which aims to stimulate the development of new models of partnerships in the Grand Duchy. The meeting and the exchanges between the business and the social are favored thanks to the organization of collected and convivial workshops which invite the various actors to work together on targeted axes of cooperation. In 2017, employees of more than 20 IMS member companies have become involved as volunteers to work alongside companies in the social and solidarity economy.

Co-creation workshops: collectively deal with the issue of over-indebtedness

Between July and November 2017, 4 co-creation workshops were organized around the theme of over-indebtedness. IMS brought together private companies, social and solidarity enterprises, associations, public organizations and social actors to make them think about three key issues of this topic that we do not talk about in Luxembourg:

- financial education
- prevention of over-indebtedness
- support for over-indebted people.

Inspiration phase with the intervention of national or



European experts and group work phase succeeded to emerge from these meetings several concrete projects followed by IMS in 2018:

- a mobile application of financial education, project carried by the CSSF
-

volunteers brought their expertise and advice to the projects of these organizations: definition of a graphic charter or development of a feasibility study of a new social initiative.



- a useful tool for the prevention of over-indebtedness for employees and customers of companies, with the Ligue Médico-Sociale
- a national awareness campaign aimed at breaking the taboo of over-indebtedness

The skills of IMS companies at the service of the social and solidarity economy

In 2017, IMS supported three social and solidarity enterprises - Autisme Luxembourg, Wunnéngshëllef et Caritas Accueil & Solidarité - in a skills transfer workshop. For four hours, three groups of business

Key figures for the project

- 5 workshops
- 88 volunteers
- 430 hours of voluntary service



Bike Bus

In September 2017, IMS organized its second Bike Bus, a group trip, cycling from Luxembourg city to the industrial area of Bascharage. The initiative launched by the ZEA Working Group R. Steichen Bascharage aimed at raising the awareness of employees in the industrial area about alternative means of transport and to demonstrate the benefits (health, environment and social) of cycling.

Awareness raising through the media

In the constant concern of transmitting information on its activities and projects, IMS Luxembourg implements a press relations policy. The network is regularly quoted in the national press through these numerous events as well as the valorization of the good practices of its member companies.

In 2017:

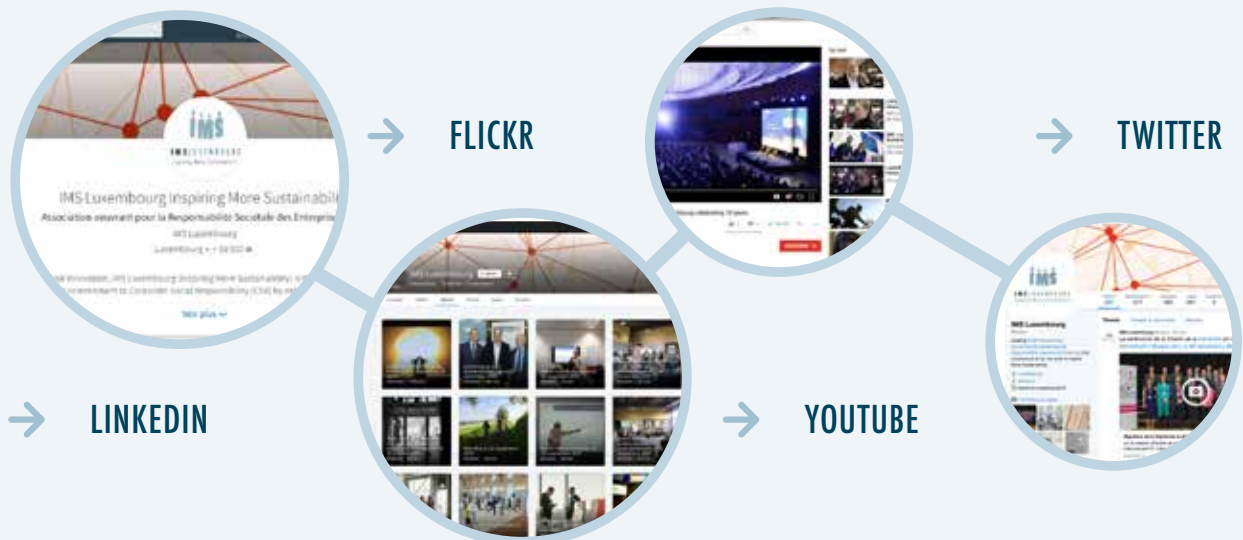
We record more than 290 press coverage, all media combined. Our press review is available on request to the IMS team (exclusively for IMS Luxembourg members).

- More than 290 press articles
- 15 press releases
- More than 580 followers on Twitter
- More than 2,600 contacts on LinkedIn
- More than 15,200 views on all Youtube videos
- IMS website: more than 78,000 consultations in 2017
- More than 6,000 photos of IMS events available on Flickr



→ A STRONG PRESENCE ON SOCIAL NETWORKS

Follow the news from IMS and its members daily on the various online platforms. Like, share and follow us!



IMS Events in 2017

→ Conferences and workshops

18TH OF JANUARY

“Transparency and Reporting” Conference, **Banque de Luxembourg** - 42 participants

Speakers: Georges Heinrich - **Banque de Luxembourg**, Nancy Thomas - **IMS Luxembourg**, Daniel Ruppert - **Ministry of Justice**, Jan Notredaeme - **CSR Europe**

31ST OF JANUARY

Preparation Workshop for the Diversity Day Lëtzebuerg at **Brown Brother Harriman** – 60 participants

Speakers: Catia Fernandes – **IMS Luxembourg**, Marie Valy et Anne Mauske - **Brown Brothers Harriman**

14TH OF FEBRUARY

Annual Conference, at **State Street** - 77 participants

Speakers: Didier Delvaux - **State Street**, Christian Scharff, Nancy Thomas, Catia Fernandes, Justine Bousquet, Camille Gaudin, Gaëlle Tavernier, Marie Sauvignon et Paula Marques – **IMS Luxembourg**

16TH OF FEBRUARY

(Handi)Cap' Emploi: Training for Employers, at **ADEM** – 7 participants

Speaker: Gwénaél Berthélemé - **RMB Développement**

28TH OF FEBRUARY

(Handi)Cap' Emploi :Training for Candidates , at **ADEM** – 23 participants

Speaker: Lisa David – **Trainer**

7TH OF MARS

Round table “Sustainable Purchasing in Communication: concrete action” and launch of the practical guide, at **Grand Théâtre Luxembourg (Ville de Luxembourg)** – 31 participants

Speakers: Nancy Thomas et Paula Marques - **IMS Luxembourg**, Sandrine Grumberg - **Viasourcing**, Valérie Dussourd - **UBS Europe**, Astrid Agustsson - **Ville de Luxembourg**

16TH OF MARCH

3rd Job Café, at **ADEM** – 36 participants

Speakers: Catia Fernandes – **IMS Luxembourg**, Gaby Wagner - **ADEM**

21ST OF MARCH

7th official Signing Ceremony and 5th anniversary of the Diversity Charter Lëtzebuerg, at the **International School Luxembourg** – 130 participants

Speakers: Nicki Crush - **ISL**, Corinne Cahen – **Ministre de la Famille et de l'Intégration**, Marc Raynaud - **Intergénérationnel**, Ethan Schrieberg - **KBL European Private Bankers**

6TH OF APRIL

Launch of the practical guide “Migration Vers l'Emploi”, at the **Abbaye Neumünster** – 50 participants

Speakers: Corinne Cahen – **Minister of Family and Integration**, Nancy Thomas et Paula Marques – **IMS Luxembourg**, Lucia Coelho – **CLAE**, Bénédicte Souy - **Moving People 2 Luxembourg**, Alexandre Villière – **Sodexo**

11TH OF MAY

Diversity Awards Lëtzebuerg 2017, at the **Philharmonie Luxembourg** – 180 participants

Speakers: Christian Scharff - **IMS Luxembourg**, Corinne Cahen - **Ministre de la Famille et de l'Intégration**

24TH OF MAY

Partners With Impact: 1st skills workshop at **6ZERO1** – 33 participants

Speakers: Nancy Thomas et Camille Gaudin - **IMS Luxembourg**, Tatiana Heintz - **Probono Lab**

15TH OF JUNE

Annual General Meeting and presentation of the 2016 activity report, at **Linklaters** - 51 participants

Speaker : Christian Scharff – **IMS Luxembourg**

15TH OF JUNE

Sustainable Territories: Neighbours' Day at **ZE R. Steichen** industrial zone in Bascharage, Bommertbesch - 80 participants

16TH OF JUNE

“Diversity Management” training, first part, at **Sodexo** – 9 participants

Speaker: Christina Constantinidis – **University of Luxembourg**

20TH OF JUNE

Luxembourg CEO Sustainability Club “Circular Economy, the necessary sloughing of companies”, at **ING Luxembourg** - 26 participants

Speakers: Colette Dierick - **ING Luxembourg**, Jeannot Schroeder - **Luxembourg Center of the Circular Economy**, Christian Scharff - **IMS Luxembourg**

27TH OF JUNE

Speed Meeting Part&Act at **Centre Culturel Schéiss (Ville de Luxembourg)** – 68 participants

Speakers: Patrick Goldschmidt - **Ville de Luxembourg**, Nancy Thomas et Paula Marques - **IMS Luxembourg**

29TH OF JUNE

(Handi)Cap' Emploi : Concluding event, at **Sodexo** – 30 participants

Speakers: Nancy Thomas et Catia Fernandes – **IMS Luxembourg**, Gaby Wagner - **ADEM**, Claire Talbot, Hervé Reichert, Céline Piccolo, Nico De Borger et Stanley Theis - **Sodexo**, Fabienne Dasnoy - **BGL BNP Paribas**, Vito Savino et Mélanie Valle Moura - **Fondation Kraizbierg**

4TH OF JULY

1st Co-creation workshop “Fighting indebtedness”, at **6ZERO1** – 30 participants

Speakers: Sophie Keller - **Labo des partenariats**, Nancy Thomas et Camille Gaudin - **IMS Luxembourg**, Olivier Jerusalem - **EFIN**, Maxime Pekkip - **Crésus**, Laurent Boucherat - **Banque Postale**

6TH OF JULY

Positive Drive : Awards Ceremony, at the **European Commission** – 45 participants

Speakers: Marc Becquet - **Commission européenne**, Francois Bausch - **Ministre du Développement durable et des Infrastructures**, Gaëlle Tavernier - **IMS Luxembourg**, Martin Kracheel – **LuxMobility**

20TH OF JULY

Zero Food Waste Campaign, at **RTL** – 10 participants

Speakers: Laurence Graff - **Sodexo**, Gaëlle Tavernier - **IMS Luxembourg**

12TH OF SEPTEMBER

2nd Co-creation workshop “Fighting indebtedness” at **6ZERO1** – 38 participants

Speakers: Sophie Keller - **Labo des partenariats**, Nancy Thomas et Camille Gaudin - **IMS Luxembourg**, Chantal Frydman - **Crésus**, David Laval - **Payboost**

20TH OF SEPTEMBER

Sustainable Purchasing Workshop “WEEE”, at **Ecotrel** – 14 participants

Speakers: Camille Gaudin - **IMS Luxembourg**, Sandrine Grumberg - **ViaSourcing**, Michel Zangerle et Andy Maxant - **Ecotrel**

22ND OF SEPTEMBER

Bike Bus from Luxembourg's city center to Bascharage, in the framework of the European Mobility Week - 6 participants

28TH OF SEPTEMBER

Diversity Network “Concrete solutions to the integration of third-country nationals” at **Sodexo** - 15 participants

Speakers: Ann De Jonghe - **Sodexo**, Marc Cascant et Lucia Coelho - **CLAE**

6TH OF OCTOBER

“Diversity Management» training”, 2nd, at **Sodexo** – 9 participants

Speaker: Christina Constantinidis – **Université de Luxembourg**

12TH OF OCTOBER

Round table “Concrete Actions for Circular Economy and Industrial and Territorial Ecology”, at the **Halle des Poches à Fontes** - 30 participants

Speakers: Martine Bortolotti - **Norske Skog Golbey**, Eric Haubruge - **Université de Liège**

17TH OF OCTOBER

3rd Co-creation workshop “Fighting indebtedness”, at **6ZERO1** – 20 participants

18TH OF OCTOBER

CARE Luxembourg “Head in the Clouds?” conference, at **IFSB** – 30 participants

Speakers: Bruno Renders - **IFSB**, Frédéric Hauptert - **CARE**, Christian Scharff - **IMS**, Marie-Hélène Massard - **AXA**, Aurélie Schleich - **ENCEVO**, Diane Muller-Kneip - **KNEIP**

7TH OF NOVEMBER

Sustainable Territories: Meeting on photovoltaic panels in companies / cooperatives “Solarboration”, at **Sales-Lentz** - 7 participants

Speakers: Julien Solvi - **Enovos**, Raphaël Lallouette - **Sales-Lentz**

10TH OF NOVEMBER

Sustainable Purchasing Workshop “Responsible Purchasing Policy and Charter”, at **PwC Luxembourg** - 16 participants

Speakers: Camille Gaudin - **IMS Luxembourg**, Sandrine Grumberg - **ViaSourcing**

14TH OF NOVEMBER

3rd Co-creation workshop “Fighting indebtedness”, at **6ZERO I**
– 36 participants

Speakers: Jean-Louis Kiehl - **Crésus**, Laurent Boucherat - **Banque Postale**

20TH OF NOVEMBER

Luxembourg CEO Sustainability Club Dinner, at la Table du Belvédère Kirchberg - 63 participants

Speakers: François Bausch - **Minister of Sustainable Development and Infrastructures**, Jean Jouzel - **Former Vice-Chairman of the IPCC Scientific Group**, Christian Scharff - **IMS Luxembourg**

21ST OF NOVEMBER

Luxembourg Sustainability Forum 2017, at the **European Convention Center** - 500 participants

Speakers: Natasha Tsakos - **Performer, ARTS 2030 Ambassador UN SDSN Youth**, Jean Jouzel, **Former Vice-Chairman of the IPCC Scientific Group**, Lewis Pugh, **Ambassador UNEP**, Christian Scharff - **IMS Luxembourg**, Nicolas Schmit - **Minister of Labor, Employment and Social and Solidarity Economy**, Ariane Koenig - **University of Luxembourg**, Charles Margue - **TNS Ilres**, Marc Poncé - **Sodexo**, Nicolas Poussing - **LISER**, Nancy Thomas - **IMS Luxembourg**, Carlo Thelen - **Chamber of Commerce**, Marie Sauvignon - **IMS Luxembourg**, Camille Gira - **State Secretary, Ministry of Sustainable Development and Infrastructure**, Marielle Dubbelling - **RUAF Foundation**, Arnaud Herrmann - **AccorHotels**, Bruno Renders - **CDEC**, Paula Marques - **IMS Luxembourg**, Véronique de la Bachelerie - **Société Générale Bank & Trust**, David Büchel - **Chambre des salariés**, Jean-Marc Cloos - **Hôpitaux Robert Schuman**, Stéphanie Damgé - **Jonk Entrepreneuren**, Gilles Michaux - **Hôpitaux Robert Schuman**, Sylvia Rohde-Liebenau - **European Investment Bank**, Marc Schernberg - **PwC**, Virginie Stevens - **Pétilances**, Emilia Tai - **European Investment Bank**, Patrizia Thiry - **ASTF**, Alex Michels - **CREOS**, Paul Kauten - **Energipark Réiden**, André Lavandier - **Goblet Lavandier & Associés**, Pierre-Yves Meert - **ALD Automotive**, Marie Gauthier - **PwC**, Catherine Janot - **Société Générale Bank & Trust**, Michel Rausch - **BGL BNP Paribas**, Dave Lefèvre - **COEBA**, Olivier Zirnheld - **Schroeder & Associés**, Martine Schummer - **Schroeder & Associés**, Jean-Marc Demerdjian - **Compass Group**, Rébecca Maroko - **Innpact**, Laurence Graff - **Sodexo**, Emmanuel Trouvé - **AMA Mundo Technologies**, Yves Reckinger - **CREOS**, Keija Guo - **Innpact**, Melis Tuna - **Innpact**, Felix Schadeck - **Innpact**, Maurice Bauer - **Bourse de Luxembourg**, Samuel Paulus - **Microlux**, Jérémy del Rosario - **Microlux**, Catherine Wurth - **Microlux**

→ Outside interventions

18TH OF JANUARY

Monthly Meeting in Luxembourg, Jeune Chambre Internationale

9TH AND 10TH OF FEBRUARY

Rev3 Days Business Convention - Stand Third Industrial Revolution, in Lille

24TH OF APRIL

Mouvement Ecologique

Presentation of the Third Industrial Revolution study and debate, "Food", in Luxembourg

4TH AND 5TH OF MAY

Labo des Partenariats Alsace « Start Up de Territoires Alsace » in Strasbourg, France

8TH OF MAY

Mouvement Ecologique

Presentation of the Third Industrial Revolution study and debate, "Mobility", in Luxembourg

16TH OF MAY

6ZEROI " Selection Jury for Social Enterprises for 6ZEROI Incubator" in Differdange

1ST OF JUNE

Exchanging ideas "More energy in your business" (Unternehmerstammtisch) - Biwer (Restaurant Wei Doheem - Clemens Aly)

8TH OF JUNE

BEI Green Point "Food waste campaign" at the European Investment Bank - Luxembourg

13TH OF JUNE

PwC Academy

"Acteurs de transformation" training in Luxembourg

28TH OF JUNE

Paperjam Business Club

"10x6 - Sustainable Luxembourg: towards a 3.0 economy?" in Luxembourg

13TH OF SEPTEMBER

House of Automobile

"Third Industrial Revolution in Luxembourg, mobility at stake" Conference in Luxembourg

20TH OF SEPTEMBER

"Making Diversity Work in Business and Government: What to Do and How to Do It" AMCHAM Conference in Luxembourg

26TH OF SEPTEMBER

Lëtzebuerguer Gemengen Magazine et MLQE

"The commune as an ecosystem at the service of the quality of life" Conference in Luxembourg

27TH OF SEPTEMBER

Ministry of Agriculture "National Day of the partner municipalities in the fight against food waste", in Luxembourg

19TH OF OCTOBER

SNO

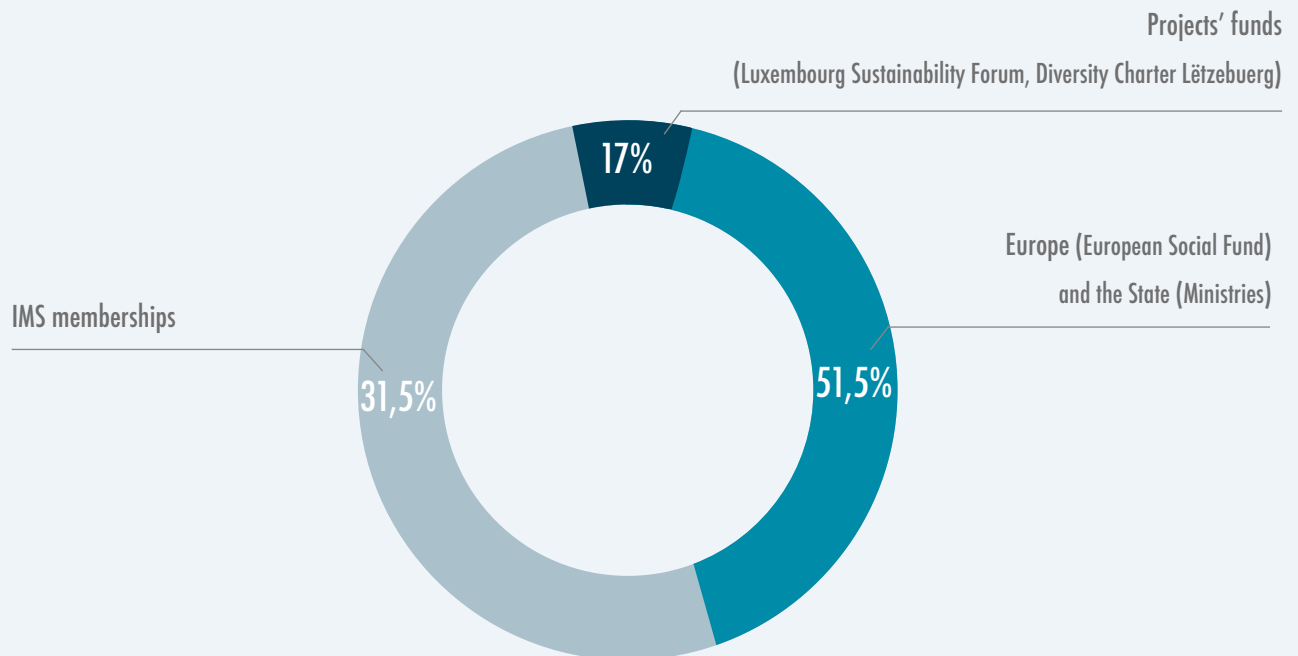
"Alliances for Cities in transition" Conference and round table "Accelerating the Third Industrial Revolution: the Luxembourg case", in Paris

16TH TO 19TH OF OCTOBER

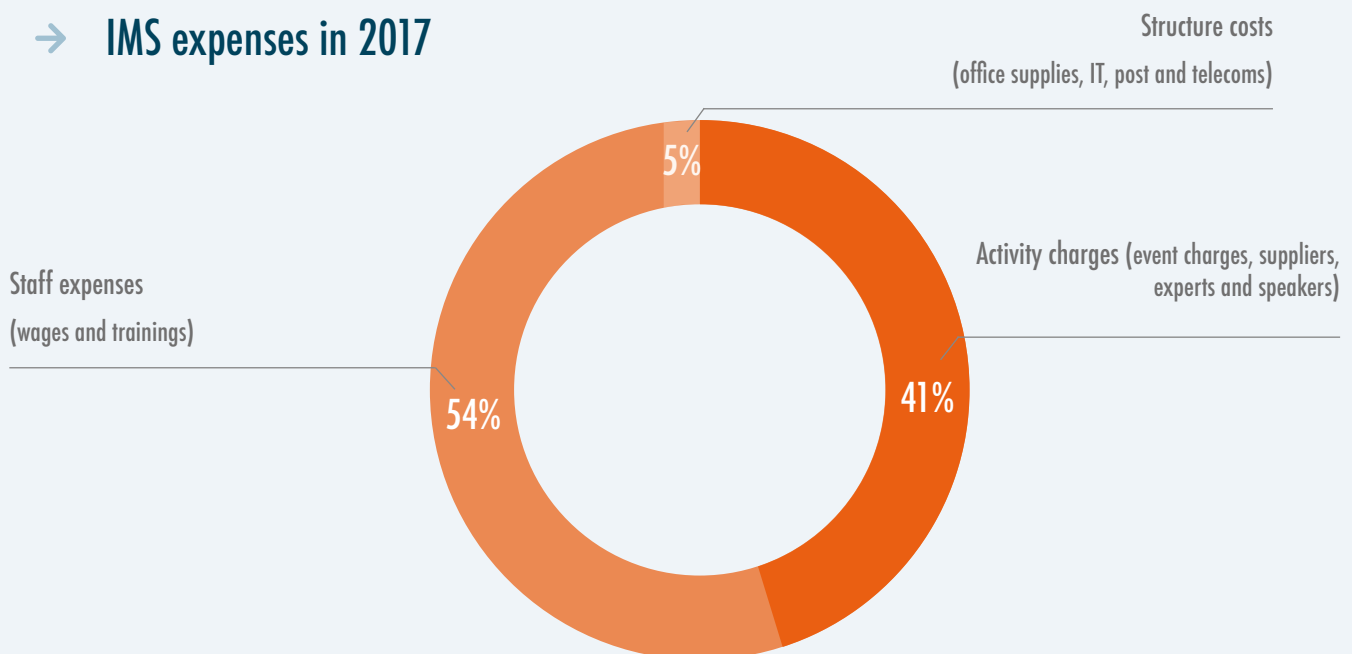
Participation in the Circular Economy Mission in Colombia

Our Accountancy in 2017

→ IMS earnings in 2017



→ IMS expenses in 2017



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According to the Grand-Ducal Decree of May 30, 2016, IMS Luxembourg is recognized to be of public utility and thus offers its donors the deductibility of donations.

Board of Directors in 2017

→ Members of the Board of Directors

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

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

The Board Members met 3 times in 2017

- *March the 28th*
- *June the 9th*
- *September the 14th: strategic seminar*

The General Meeting took place on the 15th of June 2017

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

THINKING

DREAM OF THE POSSIBILITIES
Sustainability as a driver for

INNOVATION

Bringing solutions for

SUSTAINABLE

PROSPERITY

GENERATE POSITIVE IMPACT

Business with a

PURPOSE



IMS L U X E M B O U R G

Inspiring More Sustainability

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



IMS LUXEMBOURG
Inspiring More Sustainability

Members of the IMS Luxembourg network in 2017



Luxembourg's leading network for Corporate Responsibility

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