



IMS LUXEMBOURG
Inspiring More Sustainability



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



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A word from the President...



The impact of our association continues to grow, and no less than twenty-four new organisations decided to join our network in 2019.

This significant increase in the number of members over the past three years is a testimony to the resonance of

our actions. More broadly, I would like to believe that we are witnessing a growing awareness on the part of all economic and social stakeholders in Luxembourg. A sustainable future will be shaped by collective action.

As organisations, you have proved that together we can be the drivers of change. Indeed, 67 CEOs signed the Zero Single-Use Plastic manifesto at the end of 2019. That translates into the elimination of 160 tons of single-use plastics per year. We shone an unprecedented spotlight on the issue by giving it centre stage at the Luxembourg Sustainability Forum. Taking up quarters at the Cercle Cité for the first time, the 2019 edition of the Forum also embodied the foundation stone of a multi-annual partnership with the city of Luxembourg. We launched new projects and chose to work on the impact of digitalization on the working world, with issues ranging from infobesity to the profound changes in professional activities. Who could have predicted how aligned we would be with current events as regards the acceleration of digital transformations and in light of the ongoing health crisis?

Even before this unprecedented global pandemic struck, bringing with it its own share of unanswered questions for the working world, you had followed our lead: 107 organisations participated in our “Info Flow Savvy Barometer” on workers’ digital habits, and 46 internships were offered to young high-schoolers as part of the Digital Explorers project. This is just the first stage, and in 2020 we are going to be able to continue to provide you with concrete new actions and pilot projects.

As always attentive to your needs, we heard your wish to be supported in building your CSR strategy as an integral part of your company strategy in connection with the Sustainable Development Goals, and with this in mind, we launched the Sustainability Manager Club at the end of the year. It will be the framework for a series of workshops throughout 2020.

On behalf of the IMS Luxembourg Board, I wish to thank you all warmly for your commitment and loyalty. Together we will continue in our constant effort to push the boundaries for future generations.

Christian Scharff
Président, IMS Luxembourg



...and from the Director



A wind of renewal swept through IMS in 2019. Long-term employees chose to put their skills at the service of other projects and organisations, and new energies came to enrich our team and our project. There were no fewer than five new job creations: a Project Manager

and an Project Manager Assistant for the Info Flow Savvy project, a Project Manager for the Digital Explorer project, an Project Manager Assistant for the Zero Single-Use Plastic Manifesto, and an Executive Assistant position in support of the development of the network.

Out of a team of 15 people, you will have come across 9 new faces this year. Once again, I would like to thank each and every co-worker for their constant commitment, and for their contribution to reinventing our work, together as a team, around the three core IMS values of sharing, leadership, and responsibility. 2019 marks the consolidation of our work shaping our human resources management around principles of individual responsibility and empowerment.

It is thanks to the team’s actions and your engagement as network members that this year we were able to test a number of solutions and to innovate, based on the three pillars that direct all our actions: people, planet, and prosperity.

Thanks namely to your contributions as part of working groups and to the participation of respondents to our surveys, we were able to issue four new publications:

- Handi(Cap)’ Emploi e-book: practical application in companies
- Thematic report: LGBTI inclusion
- Corporate Gardens Guide: when companies reconnect with nature
- Info Flow Savvy Barometer

In 2020, we hope to go further still on the question of food, by undertaking the implementation of the National Strategy for Urban Farming, to which we contributed as co-drafters, but also by rekindling our project on food waste. Furthermore, a new ecomobility guide will be published at the beginning of the year which will focus on providing you, as stakeholders in the Grand Duchy, with answers on how to offer sustainable alternatives to your employees.

We hope our concrete projects and related tools as well as our regular events will enable you to lay the groundwork for concrete actions in your organisation and to integrate sustainable development into your organisation’s overall strategy.

Nancy Thomas
Director, IMS Luxembourg



The Board in 2019

Christian Scharff, PwC
President



Diane Muller-Kneip, KNEIP
Vice-President and Secretary



Valérie Arnold, PwC
Treasurer



Myriam Baltes, BCEE
Board member



Julien Demoulin, Sodexo
Board member



Marie-Hélène Massard, AXA
Board member



Pascal Moisy, ArcelorMittal
Board member



Bruno Renders, IFSB
Board member



**Karine Rollot, Hôpitaux
Robert Schuman**
Board member



Frédéric Sabban, Deloitte
Board member



The Board met 4 times in 2019:

- On January 17th at KNEIP
- On May 13th at ArcelorMittal
- On July 3rd at PwC for a strategic seminar
- On September 4th at PwC

The General Assembly took place on June 13th at the BCEE.



The Team in 2019

Nancy Thomas
Director



Marie Sauvignon
Sustainability Practice Leader



Amélie Jeannesson
Communications & Members Network Manager



Lucie Rotario
Communications assistant



Dounia Bougaa
Communications assistant



Catia Fernandes
Coordinator: Charte de la Diversité
Lëtzebuerg



Priscilia Talbot
Project Manager Part&Act



Frédéric Brochier
Senior Project Manager Sustainable Territories



Luca Maccchi
Project Manager Sustainable Territories



Sophie Öberg
Senior Project Manager Waste Reduction Management



Anais Michel
Project Manager Assistant Waste Reduction Management



Mathilde Leré
Project Manager Info Flow Savvy



Laura Mullenders
Project Manager Assistant Info Flow Savvy



Victor Quinet
Project Manager Digital Explorer



Alicia Sellis
Executive Assistant



We would like to renew our thanks to those who, after spending several years at IMS, ventured into new professional horizons in 2019: Paula Marques, Communications & Members Network Manager; Lorraine Marquis, Project Manager Part&Act; Solène Padeletti, Project Manager Zero Single-Use Plastic

IMS regularly welcomes young people for internships or civic service experience in order to promote their integration into the labour market and offer them a real opportunity to develop their competencies. We would like to thank Anais Michel and Priscilia Talbot, who, following their internships, were recruited on fixed term contracts. IMS would also like to thank Mrs Maquil for her support in the management of accounts throughout the year.



Who are we?

For over 10 years now, IMS (Inspiring More Sustainability) has been the leading network for companies committed to Corporate Social Responsibility (CSR) in Luxembourg.

As an independent and apolitical public-interest organisation, IMS explores new solutions and tests sustainable alternatives in concrete manners, through working via working groups and pilot projects with positive impacts. With these projects, IMS facilitates innovative actions by bringing together all the stakeholders from the private, public and associative

sectors.

IMS projects address the issues and challenges related to the three pillars of Sustainable Development: People, Planet, Prosperity.

The network has 151 member organizations, which represents 16% of the Luxembourg workforce. It is also the national representative for CSR Europe.



Our commitments

→ Sharing common values

IMS Luxembourg is deeply committed to its team uniting around the organisation's values of sharing, leadership, and responsibility. Our development is the result of a cohesive, dynamic, and passionate team. At IMS, our work is built on a foundation of trust, and we consider each team member as individually responsible.

They are at the heart of our activity, and all our solutions are the combined result of team reflections. The quality of work is an essential priority for us, and we firmly believe that diversity and inclusion are valuable assets both for our team members and our activity.



The IMS team during the creative workshop set up in partnership with MUDAM. Entitled "Capturing Diversity", the workshop was developed by the museum as part of Diversity Day 2019 and the exhibition of works by American photographer LaToya Ruby Frazier. Based on a personality quiz, the team members were invited to create a self-portrait focusing on their personality and their differences. You can see the self-portraits on page 7.

→ IMS activities and carbon compensation

In all its activities, IMS Luxembourg strives to reduce its carbon footprint to a minimum. After several years of partnership with MyClimate Luxembourg, which enabled us to compensate unavoidable emissions, we officially sealed our commitment with MyClimate by signing a partnership agreement in January 2017.

For the fourth year, IMS has offset its carbon footprint across all its activities through the Mobisol Smart Solar Homes project, which installs high-tech solar home systems in areas with limited access to electricity. These solar systems are based on new technologies and are clean and affordable alternatives to fossil fuels.

Mobisol Smart Solar Homes in brief

In Africa, over 600 million people, or 60% of the population, have no access to electricity, which compels them to use costly and ineffective sources of fossil energy. This program was first introduced in Tanzania

with a view to expanding it to Rwanda, Ghana, and Kenya. It combines solar energy, mobile technology and microfinance to bring high-tech solar home systems to developing countries in Africa.

Rewarding impacts

The benefits of this program are environmental, social, but also economical. Mobisol Smart Solar Homes is a recipient of the Momentum for Change Award. It offers an easy-to-use, sustainable system that contributes to the development of education and telephone systems in low income households and small businesses.

To find out more: www.myclimate.org

Members

→ They joined IMS in 2019

- | | |
|---------------------------------------|--------------------------|
| → ADA asbl | → Free Lens |
| → Armacell | → GxG Consulting |
| → Banque Internationale de Luxembourg | → IQ-EQ |
| → Cargolux | → Jumpbox SARL |
| → CFL | → Movesion |
| → Clearstream | → Payconiq International |
| → Elior | → Sia Partners |
| → Énergie & Environnement | → Solar Screen |
| → Eurest | → Schroeder & Associés |
| → European Court of Auditors | → TNP Luxembourg |
| → European Stability Mechanism | → Vodafone |
| → Fiducial Office Solutions | → Yellow ball |



IMS would like to thank all of its members for their trust and commitment.

We also wish to express our sincere gratitude to Société Générale Luxembourg and PwC for hosting the IMS team throughout 2019. We would like to extend our thanks to ALD Automotive for the partnership that provides the entire team with 3 electric scooters as a means to get around. And lastly, we wish to express our sincere thanks to all the companies that have hosted IMS events and to those who consistently provide support for our work.



Welcoming the new 2018/2019 members during the conference introducing the annual program of activities - January 2019 at KPMG.

Associate Members

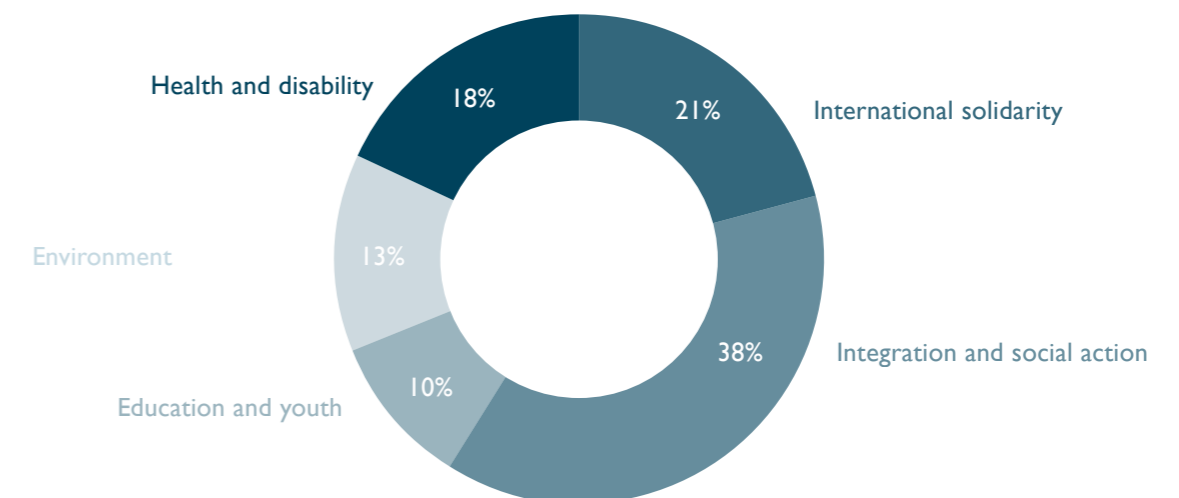
From its very inception, IMS has worked with associations and companies of the social and solidarity economy with a view to facilitating and fostering partnerships between member companies for greater impact and social innovation. In this context, since 2018, the “associate member” status is entirely free and tailored for Luxembourg-based NGOs, associations and companies with a societal impact. It gives full access to the Part&Act project, including all its events, publications, and its exchange platform...

This project also makes it easier for the stakeholders of the social and solidarity economy and network member companies to establish privileged relationships.

The following associations and companies of the social and solidarity economy joined IMS in 2019, bringing the total number of associate members to 39 at the end of December 2019:

- | | |
|--------------------------------|--------------------------------------|
| → Allagi | → Handicap International |
| → ATP | → Île aux Clowns |
| → Caritas | → Life Project 4 Youth |
| → CIGL Esch | → Mamie et moi |
| → Coopérations | → Médecins du Monde |
| → EcoTransFaire | → Pickitup |
| → Fondation Autisme Luxembourg | → SOS Sahel International Luxembourg |
| → Fondation de Luxembourg | → SOS Villages d'Enfants Monde |
| → Fondation EME | → Stëmm vun der Strooss |
| → Graine de Vie Luxembourg | → StopCorrupt |

Associate members: fields of action



Key figures for 2019

151 Members

39 Associate Members

188 signatories of the Diversity Charter Lëtzebuerg

67 signatories of the Zero Single-Use Plastic manifesto

64 events ORGANISED



1,700 participants in the events



3 PILLARS
People
Planet
Prosperity

12 FIELDS OF ACTION



15 PUBLICATIONS

97%

of participants recommend IMS events

4,5/5

Participants' assessment of the selected topics

Getting to know the IMS team

15 positions on 12.31.2019 **5** cross-sectional positions (Executive, Communication, Administration)



4 PC
11 FTC



People



6 specific positions for People



Planet



4 specific positions for Planet

Team's average age
32 years old

11 women - **4** men



on 12.31.2020

95% of the team work full time

2 YEARS and 1 month of seniority on average



PROSPERITY

- **NEW ECONOMIC APPROACHES**
 - LUXEMBOURG CEO SUSTAINABILITY CLUB
 - CIRCULAR ECONOMY
 - THE THIRD INDUSTRIAL REVOLUTION
- **RESPONSIBLE CONSUMPTION & PRODUCTION**
 - PURCHASES CLUB "OUT OF THE BOX"
 - OVER-INDEBTNESS (FINANCIAL DEBT)
- **SOCIAL AND SOLIDARITY ECONOMY**
- **TRANSPARENCY & REPORTING**
 - SUSTAINABILITY MANAGER CLUB

PEOPLE

- **DIVERSITY & INCLUSION**
(Diversity Charter Lëtzebuerg)
 - (HANDI) CAP' EMPLOI
 - MIGRATION VERS L'EMPLOI
 - DIVERSITY DAY
 - DIVERSITY AWARDS
 - LGBTI INCLUSION
- **BUSINESS & HUMAN RIGHTS**
- **COMMUNITY ENGAGEMENT**
 - PART&ACT
- **WELLBEING AT WORK**
 - INFO FLOW SAVVY
 - HAPPINESS AT WORK: MYTH OR REALITY
- **YOUTH**
 - DIGITAL EXPLORER



PLANET

- **TACKLING CLIMATE CHANGE**
 - SOLAR ENERGY
 - ECO-MOBILITY
- **NATURAL RESSOURCES & BIODIVERSITY**
 - BIODIVERSITY
 - CORPORATE GARDENING
- **TOWARDS ZERO WASTE**
 - ZERO SINGLE-USE PLASTIC
 - ZERO FOOD WASTE





PEOPLE



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

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

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

A new challenge awaits organisations, as they must be capable of identifying and managing their many direct and indirect impacts on human capital and communities.

Diversity & Inclusion



PEOPLE

Diversity is a driving force and a major asset for companies. The inclusion of every individual is an essential component in achieving equality between all, as well as in creating organisations that are more responsible and more successful.



> Diversity Charter Lëtzebuerg



The Diversity Charter Lëtzebuerg is a national commitment that every organisation may sign, whether or not it is an IMS member. The signatory organisation commits to promoting and managing diversity by implementing a concrete strategy and actions that can go beyond the minimum legal requirements as relates to the equal treatment between all persons, regardless of their nationality, race or ethnic origin, gender, sexual orientation, religion or belief, disability or age. Signatories are supported in their efforts by the provision of tools and events to showcase and share best practices and to raise awareness on the issue.

In figures

- 188 signatories
- 40 new examples of best practice registered on www.chartediversite.lu
- Over 520 participants in 16 events
- 12 videos of best practices nominated at the Diversity Awards 2019

> Diversity Network

Diversity Networks are honouring the most innovative practices on themes chosen by the signatories of the Diversity Charter Lëtzebuertg to inspire and enable exchanges of best practices.



In 2019 the following issues were addressed:

- “Welcome and integration” with contributions by the Statec, Deloitte, and the BIL
- “Strategic anchoring” with contributions by the RBC and the city of Differdange
- “Raising managers’ awareness of diversity” with contributions by BGL BNP Paribas, Sogelife and Sodexo
- “Internal communication” with contributions by CHL and CHEM

> Official signing session, 9th edition



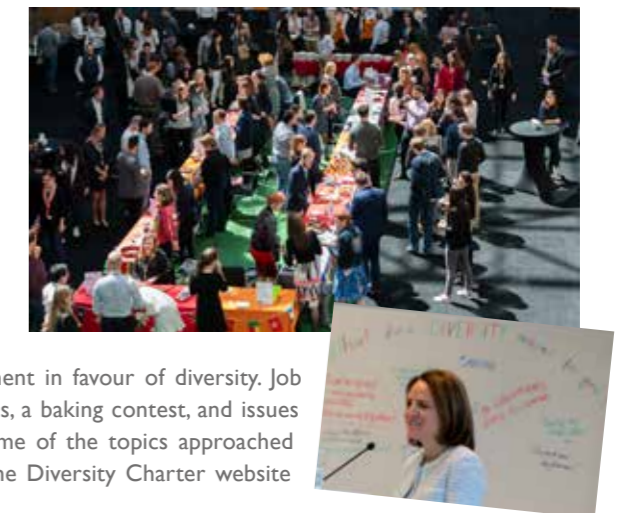
On September 26th, Mr Christian Scharff, Chairman of the Committee for the Diversity Charter Lëtzebuerg, and Ms Corinne Cahen, Minister for Family Affairs and Integration and patron of the Diversity Charter, welcomed 23 new signatories in front of a packed audience at Mudam. The signing session was followed by a conference by Hélène Langinier on linguistic diversity in the workplace.

To best enhance multilingualism in companies, Hélène Langinier highlighted how essential it is to define a language policy and encourage innovative linguistic practices such as “translanguaging” - combining several languages in one sentence - or coining new words.

> Diversity Day, 5th edition

The 5th edition of Diversity Day Lëtzebuerg was held on May 15th. This day is an opportunity to highlight and celebrate diversity. Organisations are invited to set up lively and educational activities both inside and outside their walls, to showcase all aspects of their diversity.

The day was marked by official visits by Ms Corinne Cahen, Minister for Family Affairs and Integration and patron of the Diversity Charter Lëtzebuerg, to Sales-Lentz, the EIB, Mudam, PwC and Luxembourg City, who all had the opportunity to share with her their commitment in favour of diversity. Job exchanges, intra-company events, artistic workshops, a baking contest, and issues as varied as the diversity of families were just some of the topics approached this year. Find out more about these actions on the Diversity Charter website (www.chartediversite.lu).



> Diversity Day’ action kit and preparation workshop

To inspire the greatest number of organisations to make the most of this special national event, the Diversity Charter created an Action Kit featuring national and European examples of possible actions. It was distributed during the Diversity Day preparation workshop. On this occasion organisations were invited to join a collective brainstorming session, which included feedback by State Street and Elisabeth on the actions organised in the previous year.



➤ Diversity Awards, 3rd edition

Closing event of Diversity Day, Diversity Awards' 3rd edition highlighted 12 best practices, selected by an independent pre-jury and jury. The winners were revealed during a ceremony at Kinopolis, before an audience of 136 participants.



The winners:

- 4Motion with their project: "Peer training for shared integration", in the "Recruitment, Welcome and Integration" category
- Arendt & Medernach with their "Arendt Speech Contest" in the "Career Management" category
- State Street with the "Luxembourg Professional LGBT + and Allies Association" in the "Work Environment and Wellbeing" category
- Digital Inclusion with "Social Re-Use" in the "Communication and Organisational Values" category.

Find out more about all the nominated best practices in the Diversity Awards 2019 brochure and on the Diversity Charter Lëtzebuerg's Youtube channel.

➤ (Handi)Cap' Emploi, practical application in companies

Established end of 2018, the intercompany working group met for 7 workshops in 2019 to tackle a whole set of challenges related to the inclusion of persons with disabilities. The group successively examined the questions of sourcing, the role of senior management, work forums (collectifs de travail), job retention and reinstatement, as well as productivity and performance. The organisations involved described how they deal with these different topics and together they explored possible solutions. Their work was summarised in an e-book published on December 3rd - the International Day of Persons with Disabilities. It is available for download on the IMS website (www.imslux.lu). This project is co-funded by the European Social Fund, the Luxembourg Ministry of Family Affairs, Integration and the Greater Region, and the Ministry of Labour, Employment and the Social and Solidarity Economy.



➤ Diversity Charter' new website



In 2019, the Diversity Charter website got a fresh look to better showcase best practices submitted by its signatories and news on diversity in the Luxembourg media.

Business & Human Rights



PEOPLE

Every person, throughout the world, deserves to be treated with respect and dignity. This should be a vested right for everyone. A right to life, freedom, safety, health, respect for private and family life, and to an adequate standard of living.



➤ Training course: "Human Rights: from Risk to Opportunity"

To support diversity and inclusive work environments also means promoting human rights. As part of the National Action Plan for Human Rights, IMS partnered with Fairtrade Lëtzebuerg and ASTM to adapt the training course created by CSR Europe to Luxembourg. Through practical case studies, 18 participants got a better picture of the human rights scope and companies responsibility to act in favour of these rights.

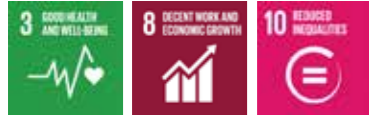


Wellbeing at work



PEOPLE

Burn-out, bore-out, infobesity, FoMo. These are just some of the markers of a new kind of distress that is increasingly encountered in the workplace. And yet, a numerous studies have determined that happy employees are more productive.



➤ “Happiness at work: myth or reality?” series

In 2018, in cooperation with the POG, IMS launched a series of events on the topic “Happiness at work: myth or reality?”. Feeling good in the company you are working in, thriving at work and loving it, it is every employee’s dream, but it is also the dream of every employer looking for committed and motivated employees. Just like burnout, or even bore-out, psychosocial risks have become familiar terms. Companies sometimes emerge as places of stress and anxiety that contribute to employee distress. Is happiness at work just a myth or are we witnessing a wake-up call and a transformative change? Following a roundtable that focused on psychosocial risks and a conference on the right to disconnect in 2018, a final event on the topic was organised in 2019. Named “Vous avez dit libération?” (“Did you say liberated?”), its aim was to inspire participants on the topic of freedom-form companies and managerial innovation.



➤ Info Flow Savvy

Info Flow Savvy is a project co-financed by the European Social Fund on one hand and by the Ministry of State through Digital Lëtzebuerg, the Ministry of Labour, Employment and the Social and solidarity economy, the Chamber of Commerce and the “Chambre des Salariés” (CSL) on the other hand. This project tackles the phenomenon of infobesity: concept named after the notions of “information” and “obesity”. It is a growing professional preoccupation reinforced by digitalisation. This project purpose is to offer concrete solutions to better info-communicational exchanges in daily life. Three phases shape the Info Flow Savvy project: knowledge, exploration, awareness.

End of 2019, IMS shared the analysis of the Info Flow Savvy barometer through a digital publication available on its website. Made thanks to an online survey, this barometer led to screen the respondents’ digital habits and identify main factors of infobesity in Luxembourg (respondents were employees whom function are predominantly intellectual, working for an organisation based in Luxembourg and member of the IMS network on May 31st 2019). Results were presented during a Lunch’n’learn untitled “My email, my friend, professional communication in the age of digitalisation”. First assessment: digital tools (devices and software) available for employees do not have inherent repercussions on well-being at work. Second assessment: few email management tips, once implemented, may have a positive influence on people stress and satisfaction.



The Info Flow Savvy barometer was created, spread and analysed in partnership with the LISER.

In figures

- 49 questions were examined and cross-checked
- 1372 respondents
- 107 IMS member organisations participating



Community engagement



PEOPLE

As we currently confront the complexity of social and environmental challenges, developing new partnership models between public interest players (communes, NGOs and associations) and companies has become a matter of urgency, for a positive impact on society.



➤ Part&Act

The Part&Act project brings IMS member companies together with the stakeholders of the social and solidarity economy. The project provides associations and companies the opportunity to build win-win partnerships that are beneficial to all, by enhancing:

- Their social and environmental impact
- Their engagement in their local community
- Employees mobilization
- The sharing of skills and expertise



In figures

- 9 associations, NGOs or SIS, IMS associate members
- 1 article in Sustainability Mag #8

“In practice” workshops

As part of the Part&Act project, and following the launch of the associate member status, IMS Luxembourg hosts regular events called Part&Act “in practice”. These events aim to facilitate the cooperation between the social and solidarity economy and IMS members for more social impact and innovation: skills transfer, shared expertise, connecting...

Part&Act “in practice” events in 2019:

- Database management training with Up Consulting
- Training on the Règlement Général de Protection des Données (General Data Protection Rules) with Wildgen



Skills transfer workshops

In 2019, four 4-hour workshops were organised, during which 15 volunteers from different companies shared their skills for the benefit of a social and solidarity economy project. Altogether 6 missions were carried out in various fields, such as marketing, fundraising, communication and accountancy.

The following entities received this support in 2019: Allagi SIS, APEMH, CIGL Esch, CIGL Strassen & CIGL Kopstal Bridel, Microlux, Nyki SIS.

In figures

- 60 hours of volunteering
- 4 workshops
- 6 organisations from the social and solidarity economy helped



Partners with Impact

Organised jointly by IMS Luxembourg, the Ministry of Labour, Employment, and the Social and Solidarity Economy, the ULESS and 6zero1, Partners with Impact aims to stimulate the development of new partnership models in the Grand Duchy. This effort is conducted by providing the required tools and a methodology, and by fostering meetings, exchanges and co-creation between the corporate and social spheres.

Launch of the series on the fight against over-indebtedness

In 2019, a dedicated intercompany working group was created following the co-creation series organised in 2017 on the fight against over-indebtedness.

Its aim was to offer participating companies a tool to assess the situation of employees and clients who are confronted with financial difficulties, and to collect data for prevention purposes on the profile of over-indebted persons in Luxembourg.

The working group was steered together with the Crésus association, which developed an innovative prevention and over-indebtedness management project in association with companies and financial institutions.

In figures

- 1 awareness-raising conference
- 10 participating companies since 2017



Continuation of the LGBTI inclusion series

Since 2017, the aim of this series is to bring together multiple players to tackle the issue collaboratively and constructively. This year, the discussions centred on the key issues of wellbeing and health in the workplace, as well as on talent attraction and employee retention.

The findings: many resources have been developed and made available on the Basecamp platform (employee careers, best practices, self-determination tool...).

To further its action on the topic, IMS Luxembourg via the Diversity Charter Lëtzebuerg is partnering with the

Luxembourg Professional LGBT + Allies Association intercompany network, with which it is developing a LGBTI diversity training course for private and public organisations. The aim: provide companies with guidance on the best ways to become "LGBTI inclusive" at all levels.

The training course will raise employees awareness of LGBTI diversity to create more open-minded and respectful work environments.

In figures

- 22 participants
- 2 co-construction afternoons
- 1 publication



PEOPLE

80% of the professions of 2030 do not yet exist. Now more than ever, companies need young people with the right skillset to ensure they remain competitive while facing the current obsolescence of skills.



Digital Explorer

With the digitalization of the working world, the project's main goal is to facilitate and adapt young people's career orientation through the existing dayCARE initiative. The initiative deals with reconciling societal commitment and digital competencies. It aims to facilitate and adapt the orientation of young people in Luxembourg by helping them engage in and find motivation for meaningful career paths and trades.

To this end, CARE Luxembourg (key worldwide NGO in the fight against social injustice and poverty, with a Luxembourg chapter that promotes the integration of young people in the labour force) together with IMS Luxembourg have decided to combine their expertise in the field.

Following a presentation conference held on 14th June 2019, companies welcomed volunteer students for a day on 23rd October. The "digital explorers" were immersed in the life of the organisation and partnered with a co-worker with whom they had to imagine the profession in the near future, taking into account the impact of digitalization. Comprising the partners in the project, the financial backers as well as IMS member companies, the jury convened in November to elect the best "Digital Visions", which will receive an award in February 2020.



In figures

- 46 internships offered
- 22 Digital Visions: employee/student pairs joined in a company
- 1 video



PLANET

Protecting what we eat and drink, preserving the quality of the air we breathe, conserving the climate we know, taking care of the biodiversity that we need, and promoting a new and resilient form of agriculture. The IPCC 2018 report states that the average temperature on the earth's surface rose by +1°C between 1901 and 2012.

Climate change is creating unprecedented challenges and causes potentially irreversible damage for ecosystems and humankind alike.



- Tackling climate change
- Natural resources & Biodiversity
- Towards zero waste

Tackling climate change



Climate change is now a reality that everyone needs to confront and accordingly act upon. It threatens the development of societies across the world and impacts every region of the planet as well as every industry.



➤ Sustainable territories

As part of the Climate Pact funded by the Ministry of the Environment, Climate and Sustainable Development, IMS supports local authorities and companies on the “Communication and cooperation” aspect of the proposals for action they are given. By initiating a decompartmentalized and cross-disciplinary approach based on dialogue, IMS enhances the emergence of innovative and sustainable projects, based on territory or topic.



In 2019, IMS consolidated its presence in the areas of the Cloche d’Or, the Kirchberg plateau, in Bettembourg-Dudelange, in Hesperange, as well as in Bourmicht, by addressing the topics of renewable energy, mobility, corporate gardens, and biodiversity. As a source of everyday concern, mobility is a recurring topic in our working groups, and IMS is positioning itself as a key mobility partner in Luxembourg.

In figures

- 5 territories
- 8 workshops
- 35 committed companies

Cloche d’Or – Promoting sustainable mobility and improving infrastructure

There are several areas of concern regarding the Ban de Gasperich: traffic made worse by the opening of a shopping centre, lack of private and public parking spaces, pedestrian and cyclist safety, reduced accessibility due to the number of construction sites and ongoing works in the shared public space. The Cloche d’Or working group made significant progress in 2019 to improve company access and promote cooperation with local authorities.



The active mobilization of the group’s 8 companies to establish a regular dialogue with the public stakeholders, in particular Luxembourg City and the Ministry of Mobility and Public Works, has made it possible to improve company accessibility, strengthen local resilience, and minimise negative impacts. This successful partnership represents a good practice that will be shared with other working groups.

Kirchberg – “Mobilize your Company” Campaign

Following the success of the “Positive Drive” campaign in 2018, IMS wanted to take the issue further. With the “Mobilize your Company” campaign, 14 companies established in the Kirchberg area committed to implementing concrete actions to improve mobility and optimise work-related journeys. The idea was to find the best solutions for employees while keeping in line with the company’s constraints. A good practice guide on mobility, a product of the cooperative work with the companies involved in the working group, will be published in January 2020.



On 16th September, day one of European Mobility Week, IMS organised a “Bike-to-Work” between Luxembourg station and the Kirchberg area, in cooperation with the LVI, Luxembourg City, Verkéiersverbond and the Ministry of Mobility and Public Works, to celebrate cycling as a healthy and green way to commute. Participants had the honour of being accompanied by Mr François Bausch, Minister for Mobility and Public Works. The bike ride was followed by a conference on the issue of sustainable mobility and the need for a fundamental shift to transform behaviours and encourage soft mobility.



In figures

- 40 participants, 14 Vel’oh! rented
- 16 kg of CO₂ emissions saved on the 4km trail

Bettembourg and Dudelange – Corporate Gardens

The work zones situated between Dudelange and Bettembourg are strategic due to their closeness with Luxembourg City and the high number of companies present in the area. In previous years, the issues of energy, access and mobility were addressed without however generating enough of a vibrant cooperation to launch a regular working group.

To revive the process, IMS met with representatives of Dudelange and Bettembourg as well as with the Ministry of the Economy (Infrastructure Department). In the third trimester of 2019, the idea of corporate gardens was suggested in cooperation with the IFSB as a key topic with a high potential for companies.

Hesperange – Energy and Photovoltaics

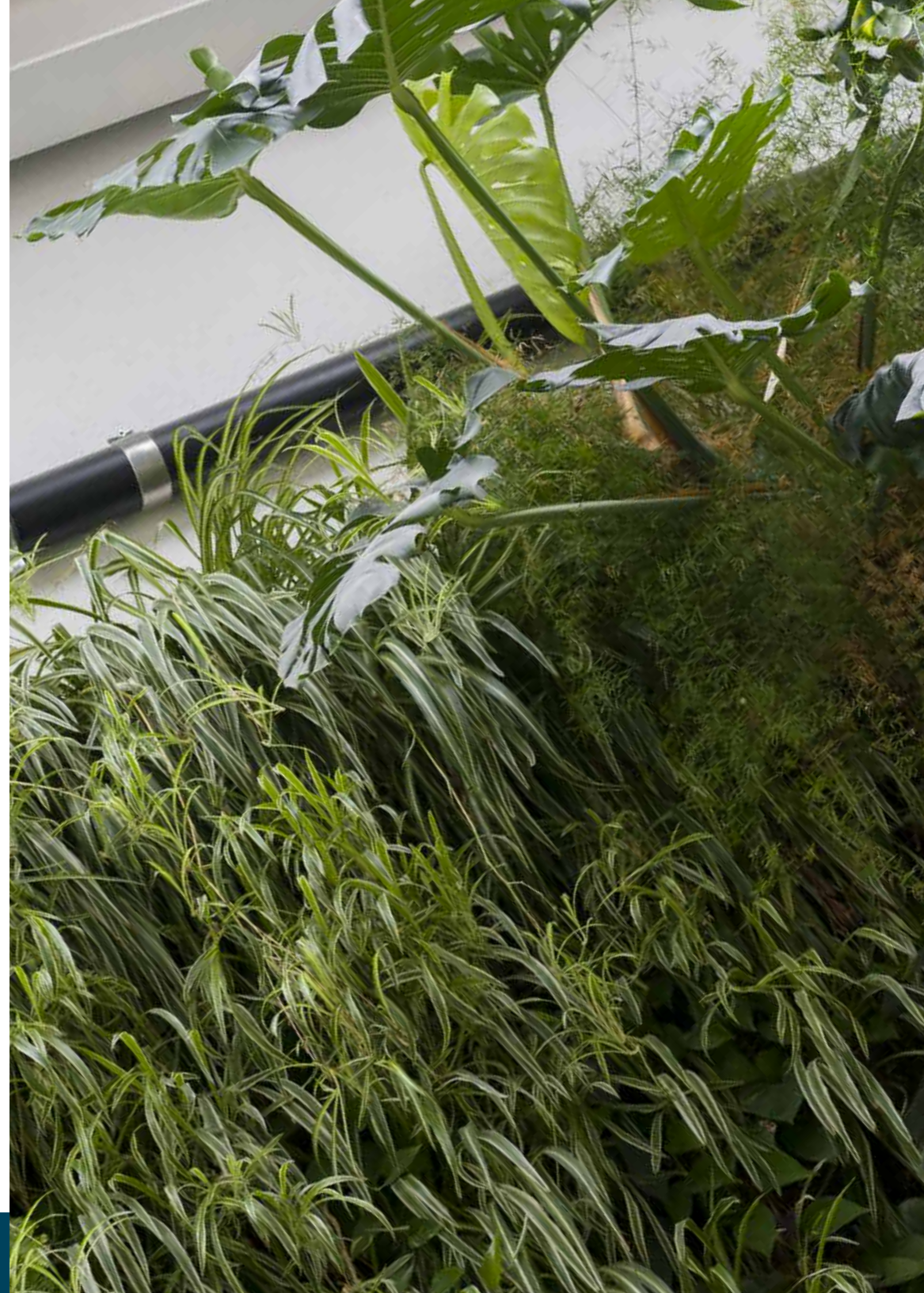
Outstanding commune in the Climate Pact, Hesperange is a model for its actions and progress as regards sustainable energy and development. For the third time, IMS partnered with the city of Hesperange to organise a common event on solar energy. Entitled “Solar4business”, the event was held on 16th October. Its aim: to bring together all the companies interested in finding out more about solar energy, and to provide them with information on all the possibilities and innovations on the topic. Contributors from Germany, Switzerland, and Luxembourg came to share their expertise and experience.

Bourmicht – Access and mobility

In Bourmicht, IMS got involved in mobility as early as 2016, with the creation of the AVL 27 bus line to provide better access to the area. However, with new companies establishing themselves in the area, the problems of accessibility to the work zone are once again at the forefront of local concerns. The priority is now to resume the dialogue with the commune of Strassen. Following an initial meeting in the early summer of 2019, and a preliminary collection of data, IMS offered to act as intermediary to enhance discussions by expanding the scope of the issues addressed to include, for example, energy and food waste.

➤ Go Carbon Neutral

Carbon neutrality is not the easiest concept to understand, let alone achieve as an organisation, but it is a crucial element of the energy transition. On 18th December at BGL BNP Paribas, IMS hosted a workshop for its members to understand the mechanisms of carbon neutrality. Playing the “Go Carbon Neutral” game designed by one of our Danish counterparts, participants were challenged to make a company go carbon neutral, while taking into account parameters such as costs, profitability, and added value. Based on the experience of LM Wind Power - the first company in the global wind power industry to become carbon neutral in 2018 - the game aims to spark discussions on carbon reduction and climate action in companies. Having received much positive feedback, IMS plans to renew the experience in 2020.



Natural resources & Biodiversity



PLANET

Across the world, natural resources and biodiversity are threatened on a daily basis. Home to thousands of species, 13 million hectares of forest are destroyed every year, resulting in a dangerous rise in desertification and threatening life as we know it.



➤ National Strategy on Urban Farming

On 23rd May 2019, the Ministry of the Environment, Climate, and Sustainable Development, NEOBUILD, and the Council for Economic Development and Construction (CDEC) presented the national strategy for Urban Farming at the “Living City: urban farming & végétalisation des bâtiments” conference. Luxembourg is the first country to endow itself with a specific national strategy on the topic. As part of this ambitious framework, the CELL and IMS participated in the drafting of the study that will help facilitate the development of urban farming in the Grand Duchy.

www.urbanfarming.lu



➤ Publication of the “Corporate Gardens” guide

Farms in the middle of the city, fruits and vegetables on companies’ rooftop: these are projects that are being implemented and are no longer mere utopias. As a form of urban farming in a business environment, corporate gardens are an innovative solution to redefine the workplace, foster wellbeing, and reduce a company’s carbon footprint. For its network members to get better acquainted with the practice, IMS designed a Corporate Gardens Guide, introduced on 26th November at the IFSB in Bettembourg. The event was also an occasion for participants to visit an experimental greenhouse on the IFSB rooftop.



➤ In-company biodiversity

The erosion of biodiversity is a major global challenge and an increasing concern at local levels, where economic stakeholders and municipalities must be ready to identify and provide guidance on potential solutions. IMS is part of the Unesco-MAB working group led by Prosud for the designation of the “Minett” as a biosphere reserve. The application process is an opportunity to put biodiversity on company agendas.

Towards zero waste



PLANET

Waste reduction depends first and foremost on a revolution in our consumption and production habits.



➤ Zero Single-Use Plastic

In September 2018, IMS Luxembourg launched the Zero Single-Use Plastic Manifesto, which aims to put an end to the purchase and circulation of single use plastic items by signatory organisations by the end of 2020. Under an agreement with the Ministry of the Environment, Climate, and Sustainable Development, the Manifesto anticipated the European Union Directive on single use plastics that was enacted in June 2019. Long ignored, the issue of the considerable and devastating impact of single use plastic on our ecosystem and our health is now finally known, acknowledged and at the forefront of environmental programs, both at national and international levels.



In figures

- 10 articles studied
- 67 signatories in 2019
- 160 tons of single use plastic removed from use each year starting 2021

In 2019, the number of signatories of the Manifesto was consolidated, and rose from close to 20 at the launch to 67 in December 2019. A series of activities and tools were set up to support the signatories in implementing the project in their organisations:

- An online audit to measure the project's quantitative impact and target required actions
- A dozen meetings or discussions with the signatories' biggest suppliers, but also with plastic specialists to address the problem areas at their root and discuss existing alternatives or potential alternatives
- 6 thematic workshops, catch-up sessions and a progress report
- Communication support material such as customizable email signatures and banners, a PowerPoint presentation and a brochure
- An awareness-raising video and an educational exhibit created for the Luxembourg Sustainability Forum 2019
- A knowledge exchange platform for all signatories of the Manifesto
- A transition kit with existing and potential alternatives based on 5 criteria: time, difficulty, cost, durability, and recyclability in order to take into account the entire life cycle of the suggested alternatives. The transition kit was created in cooperation with the Luxembourg Environment Agency and the Superdrecksäsch.

Lastly, the project was widely covered by Grand Duchy media and inspired the launch of similar actions in other European countries, such as Greece and the Czech Republic.





PROSPERITY

The economic pillar must not in any way be neglected when discussing sustainable development. Indeed, it is a fundamental pillar: when measured objectively, social, societal and environmental performance all contribute to the long-term improvement of a company's financial results.

Therefore, the IMS network supports its member companies in identifying priority action measures as regards CSR, allowing them to focus their efforts on developing solutions for the future, in keeping up with the principles of performance, innovation, and responsibility.

A responsible organisation attracts and retains talent, optimises its costs, and generates sustainable performance.



- Responsible consumption & production
- New economic approaches
- Social economy
- Transparency & Reporting

Responsible consumption & production



PROSPERITY

For economic growth not to take place at the expense of the environment or of social development, we must transform our consumption and production habits.



> “Out of the Box” Buyers Club

The Buyers Club aims to bring together purchasing professionals in a context of privileged dialogue and peer-sharing. Each new Club meeting explores specific themes and their accompanying challenges and provides tools and concrete examples to implement a sustainable purchase policy. The issues addressed this year ranged from sustainable supplies to the development of raw materials, and also covered intellectual service suppliers. In 2020 the Buyers Club will become a bimonthly event.



In figures

- 4 Club meetings
- 2 webinars
- 50 participating companies in 2019

New economic approaches



PROSPERITY

A new economic approach is progressively being shaped, bringing humankind and environmental concerns back to the core of discussions, setting in motion a sound transformation of the economy.



> Luxembourg CEO Sustainability Club



Dinner-debate: Explosive statements on “the most irreducible inequality of the history of humankind”

On 24th April, Raphaël Liogier, philosopher and sociologist, was invited to share his views on gender equality, female and male leadership, and on sexism in companies. During the two-hour dinner-debate, he engaged in a dialogue with participant CEOs, and summarized the main ideas expressed in his impactful work “*Descente au cœur du mâle*” and the powerfully embedded reasons underlying gender inequality in our society.



Breakfast Club: Infobesity, how to manage digital overload?

On 19th November, CEOs were invited to meet Caroline Sauvajol-Rialland, Professor at Sciences Po Paris and author of “*Infobésité : comprendre et maîtriser la déferlante informationnelle*”. In the presence of Mr Xavier Bettel, Prime Minister and Minister for Digitalisation, they discussed the following issues with the expert: the increase in information, the accelerated pace at which it circulates, the risks of digital overload that it entails for everyone... and they were also able to envision the various ways of guarding against said risks.



Luxembourg Sustainability Forum

On 25th April, the 2019 edition of the Luxembourg Sustainability Forum was a historical day at the Cercle Cité. It kicked-off with a celebration of the 54 signatories of the Zero Single-Use Plastic Manifesto during a formal ceremony to showcase their unprecedented commitment on the issue.



A large section of the program focused on the fight against ultra-waste plastics (with educational and artistic exhibits and contributions by experts on possible replacement solutions). The event also hosted leading figures who engaged participants on such topics as gender equality, global warming reduction measures, and the problem of over-indebtedness in Luxembourg.



In figures

- 35 speakers
- More than 300 participants
- 2 exhibits
- 1 post-event video

Next edition
15th September - livestream
#LSF2020

Sustainability magazine

IMS publishes its own magazine: SUSTAINABILITY. In 2019, issue #08 was distributed to all the members of the network.



The latest issue of Grand Format has an exclusive report on the small steps and giant leaps taken towards achieving a Sustainable Europe, in particular with behind-the-scenes of the European Investment Bank and an opinion piece by Jan Noterdaeme. Take a look at the articles on Science-Based Targets, travel to the heart of New Zealand, and meet eco-artist Alejandro Durán, discovered at the 2019 Luxembourg Sustainability Forum.

All issues of the magazine are available to IMS members on request. View all IMS publications on www.imslux.lu



Exhibitions

IMS created several exhibitions for previous editions of the Luxembourg Sustainability Forums. Printed on light panels with hook and toggle systems, they were designed to be circulated within the network and enable companies to raise employee awareness and support their active commitment to CSR. For technical information and availability: info@imslux.lu.

➤ “The Bigger Picture” - Thomas Pesquet

Curated for the Luxembourg Sustainability Forum 2017, this exhibition invites the public to take a step back and think about a decade of activities and progress with a selection of photographs of our planet. Taken by French astronaut Thomas Pesquet from the International Space Station, the images offer a new, inspirational perspective of our planet. They cover six broad categories, highlighting a series of vital present and future concerns and exploring how and why sustainable development is essential. Mr Pesquet himself is a defender of conscious development and took a copy of the 2015 Paris Agreement on his trip to space.

Beneficiary member in 2019: Société Générale.



➤ “For only a few minutes of use” - Zero Single-Use Plastic

Curated in close cooperation with The Plastic Pollution Coalition and with the support of the Ministry of the Environment, Climate and Sustainable Development, this exhibition explores the issues related to throwaway plastics, using striking facts and figures.

Beneficiary members in 2019 : Bonn Steichen & Partners, European Stability Mechanism and the European Investment Bank



Awareness-raising through media

Eager to share regular information on its activities and projects, IMS Luxembourg has adopted a media relations policy. The network is often mentioned in the national media, reflecting its vibrant programme of events and showcasing its members' best practices.

In 2019 :

IMS had over 210 instances of press coverage, all media combined. Our press review is available on request (exclusively for members of IMS Luxembourg).

- More than 210 instances of media coverage
- 13 press releases
- More than 760 followers on Twitter
- More than 4000 contacts on LinkedIn
- 320 subscribers on the Facebook page
- 9400 views of available Youtube videos
- More than 100 000 hits on the IMS website (+32% compared to 2018)
- Close to 10 000 photos of IMS events available on Flickr



➤ A strong presence on social networks



Keep up to date with news from IMS and its members on the various online platforms. Like, share and follow us!



→ Conferences and workshops

In 2019, a satisfaction survey was sent to all participants following each event, to find out more about our members' expectations and needs. 48 events were evaluated this year, and 97% of respondents recommend IMS events with an overall average grade of 8.4/10.

8 JANUARY

Zero Single-Use Plastic, office equipment workshop, at ABBL - 12 participants

Speaker: Sandrine Grumberg - Viasourcing

11 JANUARY

Zero Single-Use Plastic, catering workshop, at AXA Luxembourg - 16 participants

Speaker: Sandrine Grumberg - Viasourcing

15 JANUARY

Zero Single-Use Plastic, events workshop, at Luxembourg Stock Exchange - 10 participants

Speaker: Sandrine Grumberg - Viasourcing

22 JANUARY

(Handi)Cap' Emploi Working group, Workshop 2, at Banque Internationale de Luxembourg (BIL) - 11 participants

Speakers: Philippe Huegens - BIL, Catia Fernandes - IMS Luxembourg

25 JANUARY

Buyers Club Webinar - "Achats Out of the Box" - Intellectual service - 4 participants

Speakers: Sandrine Grumberg - Viasourcing, Lorraine Marquis - IMS Luxembourg

5 FEBRUARY

Conference - Presentation of the calendar of events for 2019 and welcoming of new members, at KPMG - 89 participants

Speakers: Anne-Sophie Minaldo - KPMG Luxembourg, Björn Mertes and Françoise Paracchini - PwC, Amandine Peltier - Up Consulting, Maud Hansen - Yolande Coop, Thomas Tomschak - Bunker Palace, Frédéric Sabban - Deloitte, Delphine Hames - Felten & Associés, Dounia Bougaa, Frédéric Brochier, Catia Fernandes, Luca Macchi, Paula Marques, Solène Padeletti, Lucie Rotario, Christian Scharff and Nancy Thomas - IMS Luxembourg

8 FEBRUARY

Conference "Vous avez dit libération" at PwC - 35 participants

Speakers: Sophie Lapaquette - Inov-On expérience, Matthieu Wendling - Groupe Inov-On

13 FEBRUARY

Cloche d'Or Working group - Mobility, at the Ministry of Mobility and Public Works - 18 participants

Speaker: Sergio Prado, Ministère de la Mobilité et Travaux Publics

14 FEBRUARY

(Handi)Cap' Emploi Working group - Workshop 3, at the European Investment Bank - 18 participants

Speakers: Claire Talbot - Sodexo, Cinzia Prometti - BEI, Nicolas Bissardon - Hello Handicap

25 FEBRUARY

Preparation Workshop for Diversity Day 2019, at State Street - 30 participants

Speakers: Fabrice Fagnar and Frédéric Trierweiler - State Street, Catia Fernandes - IMS Luxembourg, Christine Schroeder - elisabeth

27 FEBRUARY

Co-creation Workshop 3 on LGBTI inclusion at State Street - 11 participants

Speakers: Rime Louhaichi - Philiade, Lorraine Marquis - IMS Luxembourg

28 FEBRUARY

Training course Human Rights: from Risk to Opportunity at BGL BNP Paribas - 18 participants

Speakers: Catia Fernandes - IMS Luxembourg, Geneviève Krol - Fairtrade Lëtzebuerg, Jean-Louis Zeien - Fairtrade Lëtzebuerg, Antonia Argirova - Action Solidarité Tiers Monde asbl, Dietmar Mirkes - Action Solidarité Tiers Monde asbl, Jean-Paul Lehnens - Université de Luxembourg & Conseil de l'Europe

1^{ER} MARCH

Cloche d'Or Working group - Mobility, at Administration des Ponts et Chaussées - 14 participants

Speakers: Roland Fox - Administration des Ponts et Chaussées, Paul Weidert - Schroeder & Associés

7 MARCH

(Handi)Cap' Emploi Working group - Workshop 4, at POST - 13 participants

Speakers: Pascal Recchia - POST, Céline Hamon - CGI, Ophélie De Soto Cobet - Deloitte, Andréa Di Ronco - Info-Handicap Luxembourg

20 MARCH

Skills Transfer Workshop, at the MESIS - 12 participants

Speakers: Amélie Jeannesson, Paula Marques and Lorraine Marquis - IMS Luxembourg

28 MARCH

(Handi)Cap' Emploi Working group - Workshop 5, atelier 5, at Cercle Cité - 18 participants

Speakers: Anémie Maquil - Ville de Luxembourg, Philippe Huegens - BIL, Sing-Loon Cheung - Ville de Differdange, Vincent Thunus - BEI

9 APRIL

Buyers Club "Achats Out of the Box" - Performance Benchmarks at Elvinger Hoss Prussen - 19 participants

Speakers: Sandrine Grumberg - Viasourcing, Lorraine Marquis - IMS Luxembourg, Arnaud Scamparin et Karim Menaoui - Elvinger Hoss Prussen

24 APRIL

Luxembourg CEO Sustainability Club - Explosive remarks on "the most irreducible inequality of the history of humankind at La Table du Belvédère - 31 participants

Speakers: Nancy Thomas - IMS Luxembourg, Raphaël Liogier - Philosophe

25 APRIL

Luxembourg Sustainability Forum 2019 at Cercle Cité - 304 participants

Speakers: Danièle Berna-Ost - CSSF, Catherine Bourin - ABBL, Hans Daems - CSR Europe, Stéphanie Damgé - Jonk Entrepreneurs, Inès Dauvergne - Experte diversité, Bruno De Wilde - OWS, Alejandro Duran - Artiste, Alexander Farsan - WWF, Catia Fernandes - IMS Luxembourg, Gurvand Gaucher - BEI, Stéphanie Goergen - Administration de l'Environnement, Sandrine Grumberg - Viasourcing, Anne-Catherine Guio - LISER, Dominique Laurent - PwC Luxembourg, Raphaël Liogier - Philosophe, Nancy Marinelli - ArcelorMittal Luxembourg, Aurélien Mayer - Illustrateur, Sarah Mellouet - Fondation IDEA, Anne-Sophie Minaldo - KPMG Luxembourg, Fanny Mougel - AlterDomus, Stéphanie Moulin - ING Luxembourg, Maxime Pekkip - Fondation Crésus, Laurence Pessez - BNP Paribas, Hans-Otto Pörtner - GIEC, Pascal Recchia - POST Luxembourg, Monique Rodesch - Ligue Médico-sociale, Robert Schmit - Administration de l'Environnement, Pierre Schmitt - Ville de Luxembourg, Isabelle Schummers - OekoZenter, Tomas Sercovich - BITC, Nancy Thomas - IMS Luxembourg, Emma Waldron - Ministère de la Famille, Max Weber - Sources Rosport

29 APRIL

Diversity Network - Welcome and Integration of new recruits while taking their diversity into account, at STATEC - 22 participants

Speakers: Catia Fernandes - IMS Luxembourg, Joana Ribeiro - Statec, Valérie Guoin-Antoine - Deloitte, Gaby Antunes Tezo - BIL

30 APRIL

(Handi)Cap' Emploi Working group - Workshop 6, at Hogan Lovells - 17 participants

Speakers: Ségolène Richardeau - ALD Automotive, Fawzia Hambli - Hogan Lovells, Jean-Marc Brêt et Catarina Castro - Coopérations, Sandy Zoller - Ministère de la Famille et de l'Intégration et à la Grande Région, Isabelle Mousset - Ministère du Travail, de l'Emploi et de l'Economie sociale et solidaire

7 MAY

Co-creation Workshop 4: LGBTI inclusion, at the MESIS - 16 participants

Speakers: Rime Louhaichi - Philiade, Catia Fernandes et Lorraine Marquis - IMS Luxembourg

14 MAY

Cloche d'Or Working group - Mobility, at PwC Luxembourg - 15 participants

Speaker: Sam Jacoby - Verkeiersverbond

15 MAY

Diversity Day 2019, in all the companies that organised an event for National Diversity Day

Speakers: Corinne Cahen - Ministère de la Famille, de l'Intégration et à la Grande Région, Christian Scharff, Catia Fernandes et Nancy Thomas - IMS Luxembourg

15 MAY

Diversity Awards 2019, at Kinépolis - 136 participants

Speakers: Corinne Cahen - Ministère de la Famille, de l'Intégration et à la Grande Région, Christian Scharff - IMS Luxembourg

24 MAY

Buyers Club Webinar "Achats Out of the Box" - 4 participants

Speakers: Sandrine Grumberg - Viasourcing, Lorraine Marquis - IMS Luxembourg

4 JUNE

Training course Part&Act "in practice" - Database management, at Up CRM - 9 participants

Speakers: Yves Leblond et Amandine Peltier - Up CRM, Lorraine Marquis - IMS Luxembourg

5 JUNE

SDG Masterclass at the **Ministry of the Environment, Climate and Sustainable Development** - 24 participants

Speakers: Alexandros Kostopoulos - **CSR Hellas**, Carole Dieschbourg, **Ministry of the Environment, Climate and Sustainable Development**, Nancy Thomas - **IMS Luxembourg**

11 JUNE

Catch up session - Zero Single-Use Plastic, at **Société Générale Luxembourg** - 5 participants

Speaker: Solène Padeletti - **IMS Luxembourg**

13 JUNE

General Annual Assembly, at **Banque et Caisse d'Épargne de l'État** - 40 participants

Speakers: Myriam Baltes - **BCEE**, Christian Scharff et Nancy Thomas - **IMS Luxembourg**

14 JUNE

Digital Explorer - Presentation Conference, at **Foyer** - 24 participants

Speakers: Christian Scharff et Victor Quinet - **IMS Luxembourg**, Frédéric Hauptert et Pit Bichel - **CARE Luxembourg**, Marc Hotton - **Foyer**

18 JUNE

Buyers Club "Achts Out of the Box" - Sustainable purchases and the circular economy, at **POST Luxembourg** - 11 participants

Speakers: Slim Cherif and Maria Lucia Porto Carrero - **Tarkett**, Cécile Jacquemart and Marianne Bezin - **POST**, Sandrine Grumberg - **Viasourcing**, Lorraine Marquis - **IMS Luxembourg**

18 JUNE

Kirchberg Working group - Mobility, at **Arendt & Medernach** - 14 participants

Speakers: Sébastien Berthelot - **Moovee**, Patrick Van Egmond - **LuxMobility**, Frédéric Brochier and Luca Macchi - **IMS Luxembourg**

24 JUNE

(Handi) Cap' Emploi Working group - Workshop 7, at **Banque Européenne d'Investissement** - 8 participants

Speaker: Gwenaël Berthéléme-Saudreau - **RMB Développement**

27 JUNE

Zero Single-Use Plastic Progress report, at **Banque Européenne d'Investissement** - 15 participants

Speakers: Nancy Thomas, Anaïs Michel, Amélie Jeannesson et Lucie Rotario - **IMS Luxembourg**

27 JUNE

Cloche d'Or Working group - Mobility, at **PwC Luxembourg** - 12 participants

Speakers: Laurent Coorman - **Square Meter**, Albane Siramy - **Ujet**

2 JULY

Bourmicht Working group - Climate Pact, at **Sodexo Luxembourg** - 6 participants

Speakers: Laurence Graff - **Sodexo**, Delphine Bath - **Ag2r La Mondiale**, Diane Muller-Kneip et Amanda Kesicka - **Kneip**, Frédéric Brochier et Luca Macchi - **IMS Luxembourg**

2 JULY

Skills transfer Workshop for Allagi, at **MESIS** - 7 participants

Speakers: Victor Quinet et Lorraine Marquis - **IMS Luxembourg**

8 JULY

Diversity Network - Strategic anchoring, at **RBC** - 23 participants

Speakers: Catia Fernandes - **IMS Luxembourg**, Yves Turi - **RBC**, Sing-Loon Cheung - **Ville de Differdange**

10 JULY

Co-creation Workshop 1: Preventing over-indebtedness, at **Creos** - 12 participants

Speakers: Maxime Pekkip - **Crésus**, Arnaud Jacquin - **MyPocket**, Nancy Thomas and Lorraine Marquis - **IMS Luxembourg**

20 JULY

Skills transfer Workshop for Nyki, at **MESIS** - 5 participants

Speakers: Priscilia Talbot et Lorraine Marquis - **IMS Luxembourg**

13 SEPTEMBER

Co-creation Workshop 2: Preventing over-indebtedness, at **ABBL** - 5 participants

Speakers: Maxime Pekkip - **Crésus**, Nancy Thomas and Priscilia Talbot - **IMS Luxembourg**

16 SEPTEMBER

Bike to Work, from Luxembourg train station to the Ministry of Mobility and Public Works - 24 participants

Speaker: François Bausch - **Ministère de la Mobilité et des Travaux Publics**

16 SEPTEMBER

Conférence Mobilize your Company, at **Ministère de la Mobilité et des Travaux Publics** - 34 participants

Speakers: Christophe Reuter - **Ministère de la Mobilité et des Travaux Publics**, Nicolas Louvet and Marion Lagadic - **6t**, Frédéric Brochier - **IMS Luxembourg**

20 SEPTEMBER

Buyers Club "Achts Out of the Box" - Ecology in the office, at **POST Luxembourg** - 24 participants

Speakers: Sandrine Grumberg - **Viasourcing**, Frank Fellens - **SuperDrecksKëscht**, Alexandre Balagny - **Fiducial Office Solutions**, Priscilia Talbot - **IMS Luxembourg**

24 SEPTEMBER

Training course Part&Act "in practice" - GDPR, at **Wildgen** - 13 participants

Speakers: Emmanuelle Ragot and Guillaume Dally - **Wildgen**, Priscilia Talbot - **IMS Luxembourg**

26 SEPTEMBER

9th official signing session of the Diversity Charter Lëtzebuerg, at **Mudam** - 98 participants

Speakers: Christian Scharff and Catia Fernandes - **IMS Luxembourg**, Corinne Cahen - **Ministère de la Famille, de l'Intégration et à la Grande Région**, Hélène Langinier - **EM Strasbourg**, Suzanne COTTER - **Mudam**

9 OCTOBER

Conference in partnership with Lux LGBT+A, at **PwC Luxembourg** - 59 participants

Speakers: Catia Fernandes - **IMS Luxembourg**, Barbara Agostino - **Crèches et foyers de jour Barbara**, Frédéric Trierweiler - **State Street**, Niccolo Polli - **HSBC**

15 OCTOBER

Diversity Network - Raising managers' awareness of diversity, at **BGL BNP Paribas** - 14 participants

Speakers: Fabienne Dasnoy - **BGL BNP Paribas**, Josefa Peralba Ton - **Sogelife**, Claire Talbot and Cécile Payan Sompayrac - **Sodexo**

15 OCTOBER

Skills transfer Workshop for APEMH and CIGL Strassen & Kopstal-Bridel, at **MESIS** - 8 participants

Speakers: Priscilia Talbot and Lucie Rotario - **IMS Luxembourg**

16 OCTOBER

Conference - Solar4Business - with the city of Hesperange, at **Foyer du Celo** - 24 participants

Speakers: Marc Lies and Robert Leven - **Commune de Hesperange**, Nancy Thomas - **IMS Luxembourg**, Vincent Colin and Anouk Hilger - **Enovos Luxembourg**, Stefan Wyss - **Giuseppe Fent Suisse**, Maximilian Hengstenberg - **SEnerCon**, Andy Welter - **myEnergy Luxembourg**

28 OCTOBER

dayCare / Digital Explorer, in all participating companies - 20 participants

28 OCTOBER

European Diversity Charters Study Trip– Day I, at **State Street** - 20 participants

Speakers: Catia Fernandes - **IMS Luxembourg**, Juliane Nitsche - **MLC Advisory**, Masha Trommel - **Women Inc.**, Froukje Gaasterland - **Atria**

29 OCTOBER

European Diversity Charters Study Trip– Day II, at **State Street** - 20 participants

Speakers: Catia Fernandes - **IMS Luxembourg**, Bardad Sambou - **State Street**, Autumn Lelievre - **HSBC Luxembourg**, Marzena Strzelczak - **FOB**, Anna Dudzinska - **Velux**, Małgorzata Piątek - **ING Bank**, Mario Zamarripa Gonzalez - **Ergo Hestia**, Leo Euser - **Diversiteit in Bedrijf**, Joy Lodarmasse-Clabbers - **Alliander**, Caroline Varvil-Schaap - **Hewlett Packard**

19 NOVEMBER

Luxembourg CEO Sustainability Club - Infobesity, how to manage digital overload, at **Banque Centrale et Caisse d'Épargne de l'État** - 33 participants

Speakers: Mr Xavier Bettel, Prime Minister - **Ministry of State**, Caroline Sauvajol-Rialland - **Infobesity expert**, Marie-Hélène Massard - **IMS Luxembourg**, Nobby Brausch - **BCEE**

20 NOVEMBER

Lunch'n'learn - Info Flow Savvy Barometer, at **Arendt & Medernach** - 36 participants

Speakers: Ludivine Martin - **LISER**, Mathilde Leré and Laura Mullenders - **IMS Luxembourg**

25 NOVEMBER

Buyers Club "Achts Out of the Box" - Certifications and labels, at **CFL** - 22 participants

Speakers: Sandrine Grumberg - **Viasourcing**, Priscilia Talbot - **IMS Luxembourg**

25 NOVEMBER

Conference Corporate Gardens, at **IFSB** - 33 participants

Speakers: Laurent Zeimet - **Ville de Bettembourg**, Loris Spina - **Ville de Dudelange**, Bruno Renders - **IFSB**, Luca Macchi and Nancy Thomas, **IMS Luxembourg**

3 DECEMBER

(Handi)Cap' Emploi Working group, Workshop 8, at **Ville de Luxembourg** - 15 participants

Speaker: Gwenaël Berthéléme-Saudreau - **RMB Développement**

10 DECEMBER

Diversity Network - Internal communication, at **CHEM** - 25 participants

Speakers: Laurent Wehr - **CHL**, Patrizia Ascani - **CHEM**

12 DECEMBER

Progress report - Zero Single-Use Plastic, at **KBL** - 33 participants

Speakers: Sophie Öberg and Anaïs Michel - **IMS Luxembourg**

18 DECEMBER

Workshop Go Carbon Neutral, at **BGL BNP Paribas** - 25 participants

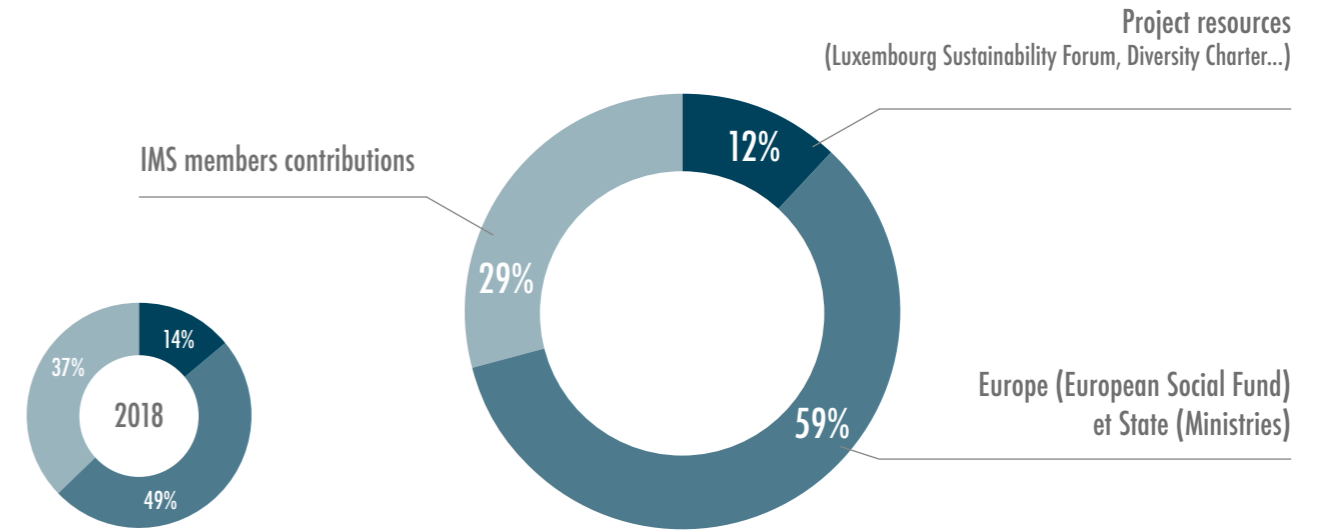
Speakers: Letian Ma - **GE Renewable Energy**, Chris Berkhout - **LM Wind Power**, Frédéric Brochier and Luca Macchi - **IMS Luxembourg**, Emmanuelle Humann - **BGL BNP Paribas**

→ External Speaking Engagements

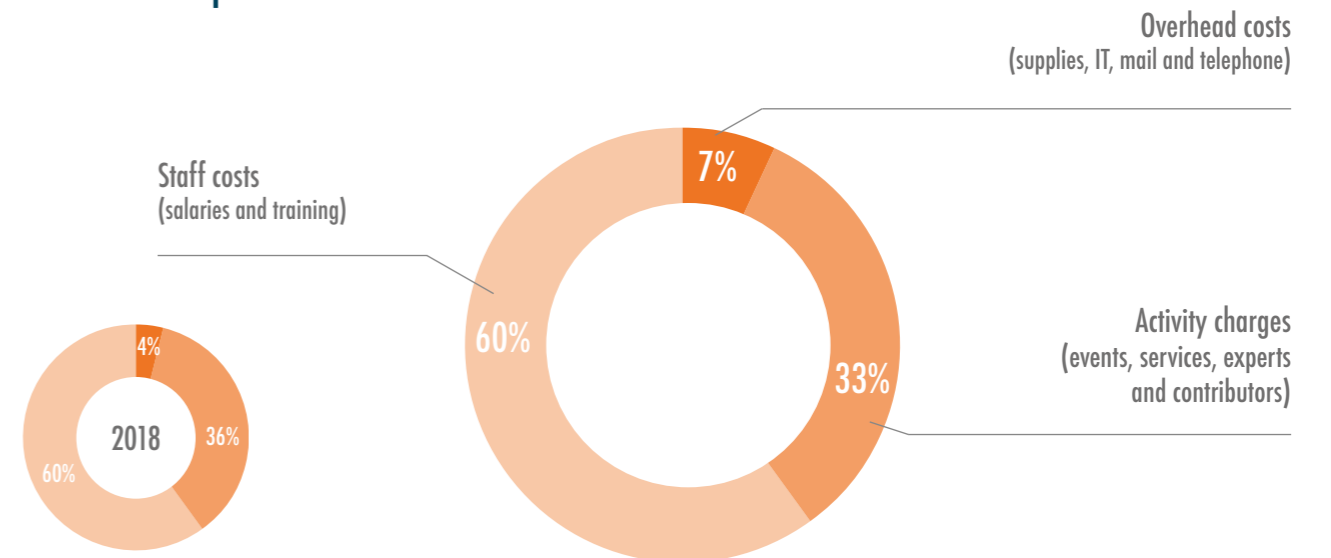
- 25 JANUARY**
Presentation of the Zero Single-Use Plastic project by Nancy Thomas at Ecosense, Berlin
Organisateur : Ecosense
- 29 JANUARY**
Presentation of the Zero Single-Use Plastic project by Marie Sauvignon at CSR Europe, Brussels (webinar)
Organisateur : CSR Europe
- 5 MARCH**
Presentation of Positive Drive by Luca Macchi at the Smart City Symposium, Belval
Organisateurs : LIST / Université du Luxembourg / LuxInnovation
- 1 APRIL**
Participation of Luca Macchi and Frédéric Brochier in the Mobility working group in Dudelange
Organisateurs : LIST
- 18 APRIL**
Contribution by Frédéric Brochier to the “4x3 Circular Economy” conference, Luxembourg
Organisateur : Infogreen
- 17 MAY**
“Mise au vert Service Diversité Actiris” by Catia Fernandes, Brussels
Organisateur : Actiris
- 21 MAY**
Presentation of the Zero Single-Use Plastic project by Nancy Thomas at CENARP, Luxembourg
Organisateur : CENARP
- 7 JUNE**
Speech by Catia Fernandes at the “Luxembourg Conference on Business and Human Rights”, Luxembourg
Organisateur : MAEE
- 12 JUNE**
Participation of Catia Fernandes in the “BGL Diversity Officer Meeting” working group, Luxembourg
Organisateur : BGL BNP Paribas
- 26 JUNE**
Presentation of the Third Industrial Revolution by Nancy Thomas at the “Business meets Diplomacy” seminar, Warsaw
Organisateur : Ambassade du Luxembourg
- 8 JULY**
Conference “The circular economy train is leaving” chaired by Nancy Thomas, Luxembourg
Organisateur : Chambre de Commerce
- 9 JULY**
Contribution by Catia Fernandes to the “4x3 Diversity and Sustainable Finance”, Luxembourg

- Organisateur : Infogreen
- 17 JULY**
Contribution by Catia Fernandes to the LaToya Ruby Frazier: ‘Different perspectives’ conference, Luxembourg
Organisateur : MUDAM
- 28 AUGUST**
Presentation of IMS by Nancy Thomas at the conference “Future growth will rely on sustainability” conference, Luxembourg
Organisateur : The Foundry
- 25 SEPTEMBER**
Opening speech by Nancy Thomas at the information session on the second call for tenders for high power photovoltaic power plants, Luxembourg
Organisateur : My Energy
- 4 OCTOBER**
Contribution by Catia Fernandes to “Diversity” training Luxembourg
Organisateur : INAP
- 4 OCTOBER**
Presentation of the Zero Single-Use Plastic project by Anaïs Michel at BSP, Luxembourg
Organisateur : Bonn Steichen & Partners
- 25 OCTOBER**
Presentation of the LGBTI project by Priscilia Talbot at the EU Platform of Diversity Charters expert seminar “LGBTI inclusive workplaces”, Vienna
Organisateur : European Commission
- 14 NOVEMBER**
Contributions by Nancy Thomas and Sophie Öberg at the conférence The catering business: how to reduce the use of plastic products, Luxembourg
Organisateur : LIST
- 20 NOVEMBER**
Presentation of the Zero Single-Use Plastic project by Anaïs Michel and Sophie Öberg (webinar)
Organisateur : Impronta Etica (Italy)
- 20 NOVEMBER**
Contribution by Nancy Thomas to the roundtable “Circular Economy: Moving from Linear to Circular Cities”, Barcelona
Organisateur : Smart City Expo World Congress

→ IMS 2019 resources



→ IMS 2019 expenses



In accordance with the Grand Ducal decree issued on 30th May 2016 (Arrêt grand-ducal du 30 mai 2016), IMS Luxembourg is a public interest organisation and as such, its donors are entitled to a tax deduction.

European expertise

→ CSR Europe



IMS Luxembourg is the national CSR representative in Europe. As such, the team interacts regularly with its counterparts throughout Europe on all CSR issues.

Nancy Thomas, Director of IMS Luxembourg, was elected in May 2019 out of a pool of 12 candidates, along with her Greek and Irish counterparts, to become part of the CSR Europe Board of Directors. As a Board member, she participated in 2 Board meetings this year.



→ European Commission



As a promoter of the Diversity Charter Lëtzebuerg, the national charter in the fight against discrimination and for the promotion of diversity management, IMS often meets the people in charge of the European Commission's Directorate General for Justice and those in charge of other existing charters in Europe. The governance model of the Luxembourgish charter is an example for its European peers. In 2019, IMS attended 3 meetings of the Diversity Charters platform, an umbrella organisation for 24 charters: on 28th January in Madrid, on 16th May in Brussels, and on 24th October in Vienna.

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

IMS LUXEMBOURG
Inspiring More Sustainability

Luxembourg's leading network for Corporate Responsibility

Members of the IMS Luxembourg network in 2019

