

Luxembourg, 1st of October,

THE DIVERSITY CHARTER LÉTZEBOURG EVOLVES!

IMS unveils the new structure of the national Charter

PRESS RELEASE

On its 11th official signing session, chaired by the Minister for Family, Integration and the Greater Region and patron of the Diversity Charter Lëtzebuerg, Mrs. Corinne Cahen, and the IMS Luxembourg team, the Lëtzebuerg Diversity Charter presented the new characteristics of its structure.

Proud to welcome 26 new signatories and gather **230 organisations** committed to diversity and inclusion, the national Charter is evolving and proposes to structure the commitment of its signatories.

This new approach, built in the spirit of the founding pillars of the Diversity Charter, i.e. the promotion of diversity and inclusion in Luxembourg and the continuous linking of committed private and public actors, wishes to reinforce and highlight the contribution of each signatory through:

- **Knowledge creation and sharing** being at the heart of the Charter's activities, this new structure aims to generate new opportunities for sharing and co-creation, notably through **Autonomous Working Groups**.

Four groups have been announced and will start in January 2022:

1. Age and intergenerational management – Lead by Sodexo
2. Gender Diversity in Luxembourg – Lead by ABBL
3. Analysis of LGBTI issues in Luxembourg companies – Lead by StateStreet
4. Managing long absences; employee return and reintegration – Lead by PwC

Any signatory organisation wishing to join a working group can register [via the Diversity Charter website](#). Applications for these working groups are open until 30 November 2021.

- **The introduction of 3 new statuses** (Starter, Advanced and Ambassador) allowing each signatory to situate its progress in diversity and inclusion and to measure its contributions. Each status offers new benefits, new opportunities, and new ways of working together, while encouraging innovation in the implementation of its actions.
- **More opportunities for visibility** at both **national and European level**. This new structure aims to highlight the actions undertaken by each signatory through various media such as the Charter's digital communications, events or publications, depending on their status.

To facilitate the understanding of this evolution and the benefits for the signatories, [a new brochure presenting the Lëtzebuerg Diversity Charter is available](#).

A warm welcome to our new signatory organisations:

- Allagi
- Alpha FMC Luxembourg
- Alter Domus
- Autocars Emile Frisch
- Badenoch + Clark
- Beautiful Green
- Beng Architectes Associés
- Bonn Steichen & Partners (BSP)
- Cargolux Airlines International
- CONCEPT FACTORY S.A.
- European Court of Auditors (ECA)
- Fondation Lëtzebuurger Blannevereenegung
- HACA Partners
- ILA
- innov'ICTion
- Innpact S.A.
- Innpact Funds Management
- Institut Luxembourgeois de la Qualité de Vie au Travail
- IQ EQ
- IQ Solutions
- Luxembourg Institute of Science and Technology (LIST)
- M&G International Investments S.A
- Nhood
- Regis TR
- Sogeti
- Taleo Consulting

Attached documents: New signatories group photo.

(Re)discover the projects of the Lëtzebuerg Diversity Charter on www.chartediversite.lu

IMS – INSPIRING MORE SUSTAINABILITY

Luxembourg's leading network for Corporate Responsibility

IMS - Inspiring More Sustainability - has been the leading network of Luxembourg companies active in Corporate Social Responsibility (CSR) for 15 years. IMS' mission is to inspire responsible strategies and practices among national economic actors. IMS Luxembourg supports its members through collaborative and federating projects by promoting dialogue with stakeholders (private, public, associative). IMS provides expertise (publications), concrete solutions, awareness, and information (campaigns, forums, training, clubs, workshops...). This network represents 16% of Luxembourg's payroll and is the national representative of the European organisation CSR Europe. IMS is an independent, non-political, and non-profit organisation.

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