

Luxembourg, May 19th, 2022

COMMUNIQUÉ DE PRESSE

THE DIVERSITY CHARTER LËTZEBUERG CELEBRATES ITS 10TH ANNIVERSARY

Towards an inclusive workplace

Proud to welcome **21 new signatory organisations** and to bring together **251 organisations** committed to diversity and inclusion, the Diversity Charter Lëtzebuerg celebrated 10 years of commitment on 18 May 2022 at the Auditorium of the Maison de Savoir (University of Luxembourg).

A decade of commitment, exchange, and good practice

"The Diversity Charter brings so much positive; it allows us to raise awareness and show how much stronger we are when we embrace diversity. Making sure that everyone is on an equal footing and finds their place in society is essential. If something works somewhere, take inspiration from it, copy it, it's not school anymore."

Mrs Corinne Cahen,
Minister for Family and Integration,
Patron of the Diversity Charter Lëtzebuerg.

In a decade, the Diversity Charter Lëtzebuerg has worked with signatories to change behaviours in the workplace. Requests to sign up are growing and show the willingness to act and to commit more to creating an inclusive workplace. The Charter is officially signed by the CEO, which is an excellent first step to set an example.

This commitment means that companies must consider many parameters and involve all employees. It is not an easy task, but there are solutions, regardless of the size of the company. A few years ago, companies were only interested in a few diversity issues; today they are looking at the bigger picture.

A celebration in the presence of Ouissem Belgacem

This 18 May 2022 was an opportunity to look back on the great moments that marked the Diversity Charter Lëtzebuerg and to question the future and the way to build an inclusive professional environment. Thus, a debate on the practices in companies took place with the privileged partners of the Diversity Charter Lëtzebuerg:

- Nahima Bared, Director of CIB-FIC Structured & Fiduciary Finance at Deutsche Bank
- Alexandra Schmidt-Mintgen Chief Operating Officer at HSBC
- Daniel Danso, Global Diversity and Inclusion Leader at Linklaters
- Vinciane Istace, Communication & Diversity Leader at PwC
- Serge Ceurvets, Head of Human resources ITS Europe at RBC
- Ann De Jonghe, Vice-President of the Diversity Charter and Human Resources Director at Sodexo

The conversation continued with an exchange between the author, founder of On Track and former footballer **Ouissem Belgacem**, **Daniel Danso** Linklaters Global Diversity and Inclusion Leader and the Minister for Family and Integration, Patron of the Diversity Charter Lëtzebuerg, **Mrs Corinne Cahen**.



"I believe in the importance of authenticity. It is tiring to have to lie all the time. You wake up every day with a certain level of energy. If you spend half your day lying about your life and who you are, you don't have enough energy for your work."

Ouissem Belgacem,
Founder of On Track.

"Diversity issues used to be a very Western topic before social and digital media changed that and suddenly the conversation became global and worldwide."

Daniel Danso,
Global Diversity and Inclusion Leader at Linklaters.

21 new signatories



A warm welcome to the new signatory organisations:

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



PRESS RELEASE

Attached documents

Group photo of new signatories (credits: IMS Luxembourg)

Debate photo Ouissem Belgacem, Daniel Danso et Madame la Ministre (credits: IMS Luxembourg)

(Re)discover the Diversity Charter projects on <https://www.chartediversite.lu/en>

(Re)discover IMS projects on <https://imslux.lu/eng>

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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