

EQUALITY, INCLUSION AND EQUAL OPPORTUNITIES AT THE IMS BOARD

Company name : IMS LUXEMBOURG

Activity sector : Activités de services administratifs et de soutien

Company category : Fondation, Association, ONG

Description of the action

Update the IMS Luxembourg's "Executive Board's Good governance" document under the diversity, inclusion and equal opportunities perspective.

Context

During the process of updating the IMS Luxembourg Executive Board's good governance document, the management and board agreed to employ a diversity, inclusion and equal opportunities perspective.

Objectives

- Guarantee good governance under the diversity values
- The IMS Luxembourg and its board will reflect the present diversity of IMS network

Approach

- The board proposed and validated the draft.
- The new governance was validated during the General Assembly in 2022.

Impact

The first positive impact is that gender equality was achieved in 2022.

« To do »

- Validating and communicating to all IMS Luxembourg members
- Measure impact with a short and medium long-term

« Not to do »

- Impose quotas or support positive discrimination. Positive discrimination is a type of discrimination