

# INCLUSIVE LEADERSHIP TEAM LEARNING JOURNEY ERGO LIFE S.A. (WITH SUSTAINABILITY ACADEMY IMS LUXEMBOURG AND UNGLE!CHBESSER ENGINEERING D&M MICHAEL STUBER)

**Company name :** ERGO Life S.A.

**Activity sector :** Activités financières et d'assurance

**Company category :** PME

## Description of the action

Realization of a team learning journey on Diversity, Equity and Inclusion (DEI) for all managers and managing directors of ERGO Life S.A. in 5 modules between February and May 2024 (advanced training).

## Context

ERGO Life S.A. has its understanding as a forward-looking and responsible life insurance company. ERGO Life acts as a responsible employer regarding its social connection with employees and, for example, received the Actions Positives Award 2017 from the Ministère de l'Égalité des chances in Luxembourg for its initiatives regarding equity of men and women. We have signed the Charte de la Diversité Lëtzebuerg in 2020. In our business operations we have taken account of the three dimensions of ESG - Environmental, Social and good Governance since years. In 2024, the focus of ERGO Life's ambitions lies on the social dimension. Part of ERGO Life's ambitions in the "S" dimension is to further strengthen DEI in our company and achieve benefits and improvements for the good of the employees and the company. The team learning journey of managers and managing directors as part of the learning journey serves this purpose.

## Objectives

The aim of the joint Inclusive Leadership Team Learning at the company's management level is to further develop a shared understanding of DEI and to use this to establish specific courses of action for future-oriented corporate management throughout the company.

## Approach

In five modules from February to the beginning of May 2024, including various preparatory tasks for the modules, the managers and managing directors went through their learning journey under the guidance of Michael Stuber. The third module took place in March as part of an off-site management event.

The modules covered, among other topics, the personal perception of DEI, the understanding of diversity and the dynamics of prejudices as well as what enrichment a company can achieve from DEI, which tasks managers have for the connection of diversity in the company (e.g. conscious attention, openness, development of operational structures). In addition, which advantages can be created for the company (e.g. increasing the attractiveness of the company for applicants, satisfaction and motivation of employees, strengthening the company's innovative strength and resilience for the future and improving their behavior and what benefit DEI offers for future operational challenges on company level.

The findings from the modules form the basis for further implementation on company level in the upcoming months of 2024 and beyond, e.g. integration in HR work including social media for recruiting set up cooperation with universities for talent recruiting, completing mission statement and values compass and implementing further cooperation on DEI within the company management. All planned measures will be tracked with milestones.

## Impact

ERGO Life actively implements measures for a future-orientated and company-wide implemented approach to DEI from the management level with a common understanding.

## « To do »

Operationalization of the measures developed during and after the team learning journey. Presentation of the results to all employees on 4 June 2024 at an internal event and communication of the activities from the training.