

DIVERSITY CHARTER: FAIRNESS, INCLUSION AND RESPECT AT LUXSE

Company name : BOURSE DE LUXEMBOURG

Activity sector : Autres

Company category : PME

Description of the action

As an equal opportunities employer, we do not discriminate on the grounds of age, disability, family status, gender, ideology, physical appearance, race and ethnicity, religion, sexual orientation, social background and language. It is also our duty to educate our employees on business ethics and make sure that all employees are treated fairly. As such, we have implemented our Diversity Charter "Fairness, Inclusion and Respect at LuxSE", which applies to all employees as well as internal movers. All applications received go through the same process of analysis, assessment, and decision-making. No application, whether internal or external, can be rejected because of direct or indirect discriminative reasons. Besides, we have also defined an internal charter on the prevention and fight against harassment, violence, and discrimination at work to safeguard the fundamental rights of all our employees. We apply a zero-tolerance policy to harassment and discrimination of any form at all levels of our organization.

Context

How does the Luxembourg Stock Exchange (LuxSE) define "fairness, inclusion and respect". Why are fairness, inclusion and respect so important at LuxSE?

Objectives

Fairness, inclusion and respect are important in order to:

- Lead by example
- Attract and retain talent
- Better understand and serve clients
- Ensure that employees from all backgrounds feel comfortable evolving in our company's culture and recognise their personal values in the way LuxSE conducts business.

We strive to ensure that the most diverse range of the following groups - age, disability, family status, gender, ideology, physical appearance, race and ethnicity, religion, sexual orientation, social background and language - are represented in all LuxSE's projects to build optimal complementarity and diversity of point of views.

Approach

We apply the Diversity Charter within all initiatives at the LuxSE and especially within the below considerations:

- The recruitment process
- Benefits for employees
- Career development and promotions
- Performance review

Impact

The impacts will be measured during the year as it is the first year of application

« To do »

Promotion of fairness, inclusion and diversity through numerous initiatives (internal communications, various trainings (e.g. Psychosocial risks), Diversity & Pride weeks, signature of the Women in Finance Charter and process to obtain the Action Positive label, etc.).

Involvement of our Top Management who acts as ambassador of our Diversity charter.

Involvement of our employees in diversity initiatives with external partners such as Dress for Success.

« Not to do »

Discriminate on the grounds of age, disability, family status, gender, ideology, physical appearance, race and ethnicity, religion, sexual orientation, social background, language.