

2024: A Year to Broaden Horizons, Celebrate Cultural Diversity in the Workplace, and Practice Inclusive Leadership.

Prepared by Chloé Charriere,
Head of communication and CSR

Year 1 of the intys 2024-2026 DEI Action Plan



intys.

"Reconnect with your roots, join the celebration of diversity, and let's celebrate the richness of our uniqueness together!"

Philippe Metz

Belgium is a country of great diversity, and this diversity is growing. At Intys, we embrace diversity as a reality (in Brussels, 40% of the population is of foreign origin) and inclusion is rooted in our leadership and corporate culture.

It began while preparing my end-of-year communications, particularly to wish our clients and employees a Merry Christmas.

We are in a region of Europe where Christmas has been celebrated for centuries, and we could have continued to send our wishes without questioning, or adopted a more neutral message wishing happy holidays, as is increasingly done in a more inclusive approach.

However, I felt that this option did not align with our mindset. When I discussed this with Philippe Metz, our CEO, it was clear that we would continue to celebrate Christmas, but we also wanted to be inclusive.

The idea of celebrating and recognizing different holidays naturally emerged. We announced our decision on November 16th, the International Day for Tolerance.

On that day, our office gathered for a multicultural lunch, reaffirming our commitment to an open attitude and our desire to create an environment where everyone feels appreciated, respected, and heard.

We are delighted to announce our commitment to celebrating the richness of cultural diversity by honoring some of the world's most significant cultural festivities in 2024.

Our commitment to diversity and inclusion aims to actively encourage understanding, appreciation, and unity among our team members, regardless of their cultural backgrounds or beliefs. Let's enjoy our differences, build connections, and strengthen our cohesion as a diverse and inclusive family.

Chloé Charriere
Intys Head of Communication & CSR

2024 intys Inclusive Calendar



We decided to celebrate these different cultural holidays because we recognize that the diversity of our Intysers is a strength that contributes to our collective well-being and the success of our company.

Each of these celebrations represents significant moments in various cultures around the world, and by honoring them, we aim to create an inclusive environment where every individual feels valued.

Chinese New Year, for example, symbolizes new beginnings and highlights the richness of our global community. By marking this occasion, we emphasize the importance of diverse perspectives within our team.

Ramadan and Eid al-Fitr are times of reflection, unity, and shared joy. By recognizing these sacred events, we show our respect for the religious diversity within our community.

Oktoberfest, with its cultural festivities, offers a unique opportunity to bring people together in a joyful celebration, thus fostering camaraderie and intercultural exchange within our team.

Hanukkah and Christmas are festive periods filled with light, joy, and conviviality. By celebrating them, we create a space where everyone can share their own traditions and experiences, thus strengthening our bonds and mutual understanding.

By encouraging everyone's participation, sharing traditions, and fostering the exchange of ideas, we aspire to create an inclusive atmosphere that celebrates the richness of cultural diversity present within our company.

Concept: Create a Friendly Moment + a Quiz for Lasting Impact.

Our goal is to celebrate a series of cultural events with a focus on culinary culture.

This initiative aims to achieve several key aspects:

- Create an inclusive work environment,
- Foster an open corporate culture,
- Strengthen team spirit and camaraderie,
- Promote employee well-being.



To deepen their knowledge of these celebrations, we invite them to participate in a quiz on each occasion.

In the spirit of learning and engagement, this quiz consists of six questions designed to playfully test their understanding of this rich and diverse culture.

We offer them the chance to win access to the Busuu language app!

One winner for each quiz: The winner will be the one who correctly answers all the questions in the shortest time and will be awarded access to the Busuu app for language learning. What better way to immerse oneself in new cultures than by learning a new language?

It is important to emphasize that everyone is free to choose the language that inspires them the most!



CHINESE NEW YEAR LUNCH & QUIZ



intys.

As announced during last November's International Day for Tolerance, 2024 marks our commitment to ensuring that everyone feels truly welcomed within our company.

In keeping with this spirit, we are delighted to celebrate the Chinese New Year (CNY) with an Asian-themed lunch at the office.

In various communications, we have encouraged all our employees to join this festive occasion.

We believe that celebrating cultural diversity is not just about acknowledging differences but also accepting them.



Key Figures of the Initiative:

=> 60+ employees from diverse backgrounds participated in the celebration, with fortune cookies, chicken noodles, Chinese cakes, mochis, and jasmine tea on the menu!

=> 82 participated in the quiz.

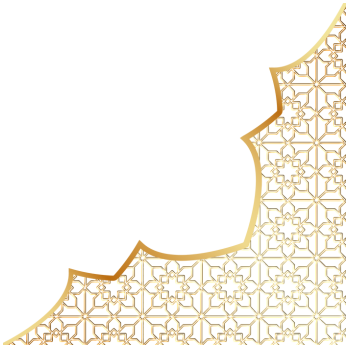
=> 3.8/6: Average score of responses in English.



By testing our employees' knowledge of Asian cultural traditions and celebrations through this fun quiz, we offer them the chance to win access to the Busuu language learning app!

However, it's worth noting that language choice is not limited to Chinese; everyone is free to choose the language that inspires them the most.

We wished "Gong Xi Fa Cai" to all participants!



AÏD AL-FITR LUNCH & QUIZ

intys.

On Thursday, April 11th, 2024, we organized an Eid al-Fitr celebration at our office, marking a significant step in our commitment to diversity and inclusion.

This decision was driven by our belief that recognizing and celebrating cultural and religious diversity enriches our workplace community and fosters a more inclusive environment.

The event was not only an opportunity to honor Eid al-Fitr, a holiday deeply cherished by many of our colleagues, but also a chance to educate and engage our entire team.

By inviting everyone to participate in a quiz about the holiday's traditions and significance, we aimed to promote understanding and appreciation for this important cultural observance.

Throughout the celebration, we enjoyed traditional teas and sweets from Muslim culture, creating a space for meaningful conversations about the holiday's meaning and personal connections.

KEY FIGURES OF THE INITIATIVE:

=> 30+ colleagues participated in the celebration.

=> 75 participated in the quiz.

=> Plenty of Oriental treats and mint tea were enjoyed during the event.

This initiative not only allowed us to showcase the diversity within our team but also demonstrated our commitment to respecting and valuing cultural differences.

In corporate environments, holidays like Eid al-Fitr are often overlooked, despite their significance to many employees. By actively celebrating such occasions, we not only acknowledge their importance but also strengthen bonds among colleagues and foster a workplace where everyone feels respected and included.

Intys' decision to celebrate Eid al-Fitr reflects our dedication to creating a workplace culture that embraces diversity, encourages learning, and promotes mutual respect. We believe that by celebrating cultural diversity in meaningful ways, we contribute to a more positive and harmonious work environment for all.

TESTIMONIALS:



"On Thursday, April 11th 2024, the CSR team of Intys organized the Aid-el-Fitr event at our office.

They sent out invites to everyone via email accompanied with a small quiz about this holiday, its meaning and origins. As someone not familiar with this culture, I learned a lot from this quiz, and it sparked my enthusiasm to participate in this event.

During the event on Thursday, we all got to enjoy some delicious traditional tea and sweets from the Muslim culture. It was a great chance to talk about this holiday, share knowledge and everyone's connection to this day. It was also an opportunity to connect and catch up with my colleagues, and a nice break after a busy workday. Intys showing attention to different celebrations from various cultures and faiths really shows the importance of diversity and acceptance within our team. It encourages us all to learn from one another and makes our workplace feel even more welcoming".

Rosalie Mertens

"Although it was a first for me to spend it away from my extended family, participating in this event made me happy to share it with the entire team in a healthy atmosphere where Intys' values are well applied. I have greatly appreciated the initiatives of various events I have participated in at Intys (Christmas, Chinese New Year, Eid celebration) which reflect respect for cultural diversity, tolerance, and living together, all contributing to the flourishing of Intys. Being part of Intys is something to be proud of!"

Dhia Bannour



Rayan Khiyara





OKTOBERFEST & QUIZ



intys.

We are thrilled to introduce a new concept for our annual convention this year: celebrating Oktoberfest as a testament to our commitment to diversity and cultural celebration.

Belgium, being a country known for its beer culture, provides us with a unique opportunity to gather all our employees for a beer-tasting session during the convention.

This event aims to ensure maximum participation and engagement, as we unite to listen to management's message on cultural diversity.

By incorporating Oktoberfest into our convention, we aim to highlight the rich cultural tapestry within our team and promote inclusivity.

This initiative not only celebrates diversity but also fosters mutual understanding and respect among colleagues from various backgrounds.

It is important to us to cultivate a welcoming environment where everyone feels valued and appreciated for their unique cultural heritage.

At this year's convention, let's raise a toast to diversity and unity, showcasing our commitment to embracing cultural differences and creating a vibrant workplace community.

Cheers to celebrating Oktoberfest together!





CHRISTMAS & HANUKKAH EVENT & QUIZ

intys.

This year, Hanukkah coincides with Christmas on December 25th, presenting us with an opportunity to highlight Hanukkah alongside our traditional Christmas celebrations in the office.

Given our commitment to cultural diversity, we couldn't overlook Hanukkah as part of this year's theme.

Embracing our theme of cultural diversity, we will celebrate by incorporating traditional Hanukkah elements such as lighting the menorah, enjoying traditional Jewish foods like latkes and sufganiyot, and sharing the significance of Hanukkah with our team.

It's an occasion to deepen our understanding and appreciation of different cultural traditions within our workplace community.

By embracing various cultural festivities, we have strengthened our commitment to inclusivity and mutual respect.

Looking ahead, we value your feedback as Intysers. We invite you to vote on whether we should continue celebrating cultural diversity in the coming years.

Your input will guide us in shaping a workplace environment where every tradition is respected, celebrated, and cherished.

Together, let's continue to build a community where diversity is not just acknowledged but celebrated as a cornerstone of our identity and success.

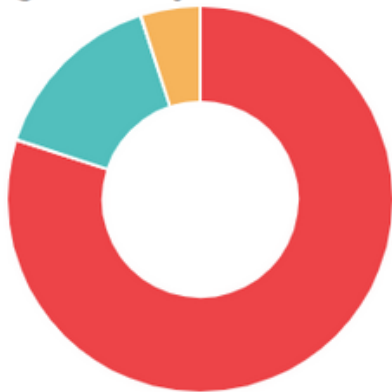


"Strenght lies in our differences, not in our similarities."

— Stephen Covey, Educator & Author

Celebrating cultural diversity in a friendly manner, an initiative well-received internally.

What are your thoughts on the concept of commemorating various cultural events throughout the year?



- I like it! (80.0%)
- I will participate in all of them (15.0%)
- Im not particularly interested in that idea (5.0%)

Here is the result of a quick pool on Ishare, our intranet, to assess employee satisfaction related to this initiative, and the results were overwhelmingly positive.

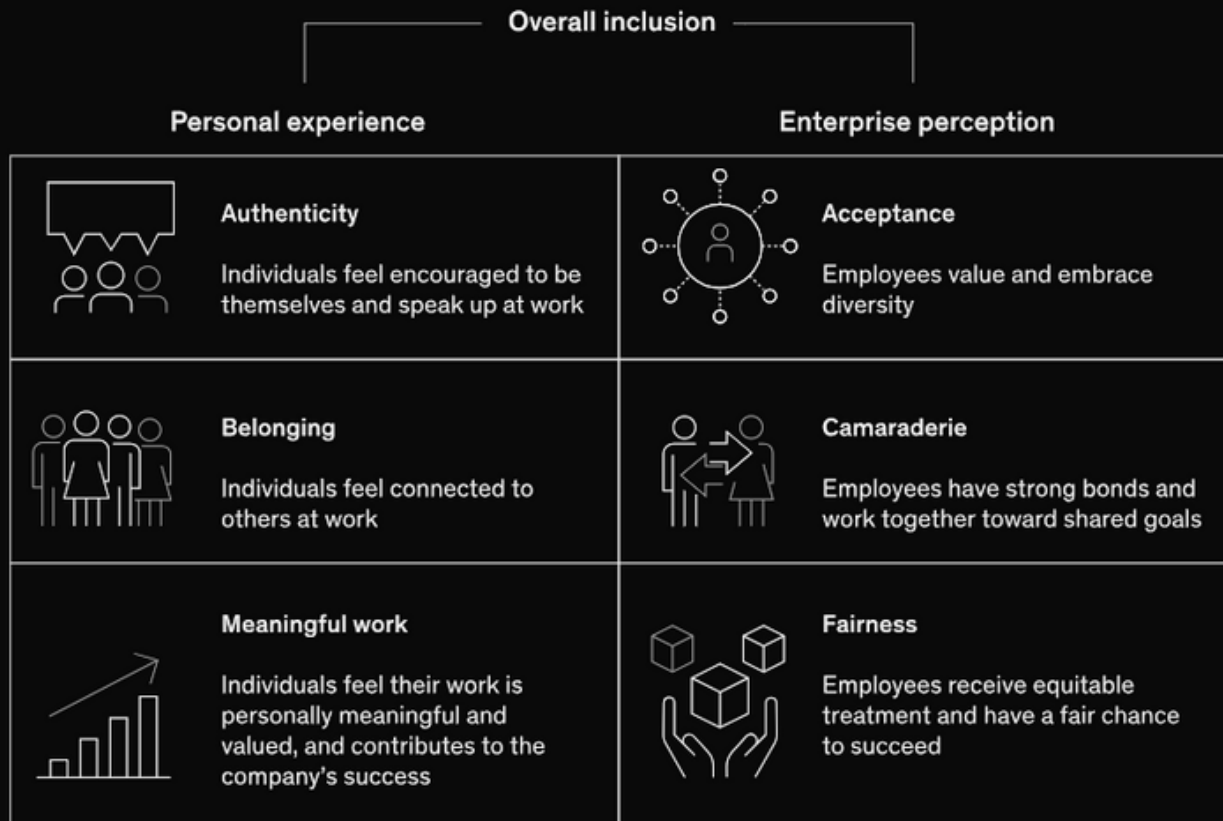
This underscores the favorable impact of our approach to celebrating cultural diversity and suggests that employees genuinely appreciate this initiative.

In June, we conducted an employee survey to evaluate the satisfaction with the actions taken regarding diversity and inclusivity in 2024. Here are the insights into employee satisfaction.

- I like to participate in celebration events to better understand the importance of diversity and inclusion in the business world. ★★★★★ 70/100
- I like to attend online conferences to better understand the importance of diversity and inclusion in the business world. ★★★☆☆ 57/100
- I like online training to better understand the importance of diversity and inclusion in the business world. ★★★☆☆ 62/100
- I find that Intys prioritizes inclusivity and implements concrete measures to promote diversity. ★★★★★ 69/100
- I think the cultural quiz associated with celebrating cultural events is a good way to acquire new ideas or information. ★★★★★ 72/100
- I am satisfied with the tradition of commemorating cultural events throughout the year ★★★★★ 76/100

Create more opportunities for interactions that make the workplace inclusive.

Employees feel included when both their direct, day-to-day experience and their perceptions of organization-wide support are positive.



Source: McKinsey analysis

McKinsey
& Company

Objective: Practicing inclusive leadership.

Partners commit to creating a safe team environment where all employees can speak up, be heard, and feel welcomed.

They pledge to foster collaboration among employees from diverse backgrounds, actively engage all team members, facilitate constructive discussions, and consider advice and feedback from diverse employees.

engage for impact.



intys.
Avenue de Tervueren 270
1150 Brussels
head of corporate communication and
sustainable development