



ARTSQUARE  
LAB

# 2022 ANNUAL REPORT





# Activity Report 2022

Here we are glad to share our Social Impact Report 2022 in which we present our impact projects implemented in 2022. As in previous years, we made our best efforts to use our resources and expertise in the most human and planet friendly way. In 2022 we were also proud to celebrate 5 years of Art Square Lab: an amazing journey full of interesting ideas turned into action and impact!

In Art Square Lab, we run both our for-profit and not for-profit activities in a sustainable way: we try to reduce waste, use local resources, use supply chains with low carbon footprint, manage human resources in a circular way and offer job opportunities to those who need to return to the job market. Our focus on co-creating a society where both citizens and organizations can use their creative potential means: increasing access to innovative educational methods (like Design Thinking, Futures Thinking), sharing best practices by implementing human-centered design in order to create people and planet friendly services and, last but not least, upskilling/reskilling of people to a more problem-solving set of skills. We consider the latter a very important factor in the social and environmental change needed to face current global challenges.

In a world full of challenges, we acknowledge our role as a promoter of creativity and imagination and a provider of tools and formats adequate to the needs of different social actors. We are ready to walk an extra mile to increase our impact where it is most needed: in the education of young people, and those who guide them at schools, youth houses, and professional inclusion workshops.

At the same time, we keep eyes and ears open for new opportunities and areas where our expertise could be utilized even more. In 2022, we have developed new collaborations with the community of social entrepreneurs in France and in the Greater Region in order to implement more strategic approaches. What's even more important- we get closer to the community of local entrepreneurs by becoming part of Social Business Incubator (SBI) in Luxembourg City- a home for social innovation! We are looking forward to making a change together!

We hope you can join us on our journey!  
Magdalena Jakubowska, CEO

The activities implemented by our team would not be possible without great collaboration with our partners:



LE GOUVERNEMENT  
DU GRAND-DUCHÉ DE LUXEMBOURG  
Ministère de la Protection  
des consommateurs



LE GOUVERNEMENT  
DU GRAND-DUCHÉ DE LUXEMBOURG  
Ministère de la Famille, de l'Intégration  
et à la Grande Région

Département de l'intégration



ŒUVRE  
Nationale de Secours  
Grande-Duchesse Charlotte

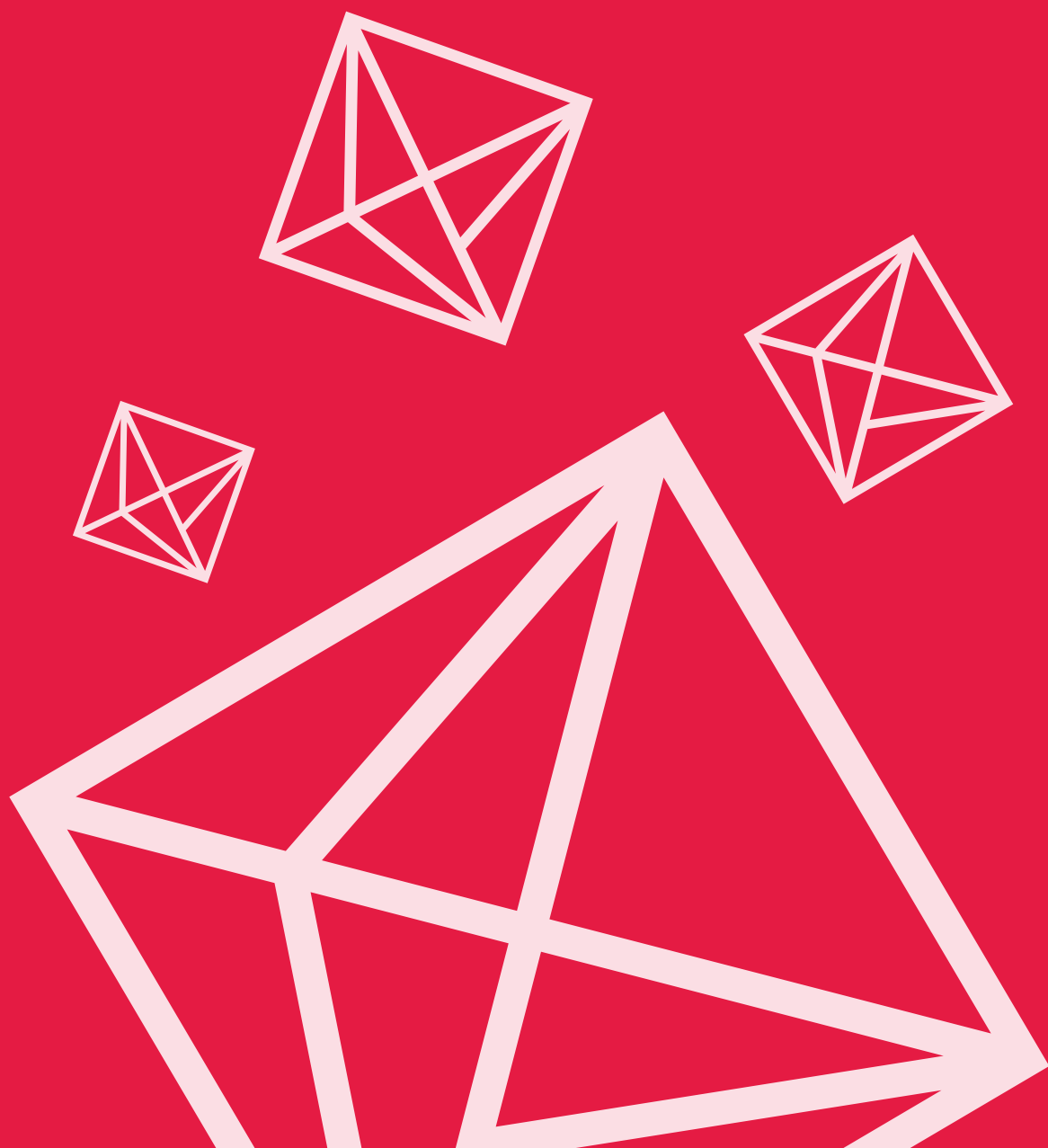


LE GOUVERNEMENT  
DU GRAND-DUCHÉ DE LUXEMBOURG  
Ministère de la Digitalisation





# Ch.1



# 1. About Art Square Lab and our Approach

Art Square Lab's purpose is to support companies with change management and digital transformation of commercial or non-commercial activities by providing consulting and training in collaborative processes, management, social innovation and strategy. More specifically, we aim to encourage corporate social responsibility by promoting actors of the social and solidarity economy, social innovation, social and inclusive entrepreneurship and all areas related to the United Nations Sustainable Development Goals.

We offer training adapted to people in fragile situations, either because of their economic or social situation, and maintain accessibility for all. In addition, we offer our services at reduced rates to actors of the social and solidarity economy, NGOs, non-profit associations and societal impact companies with socially innovative projects.

## Our vision

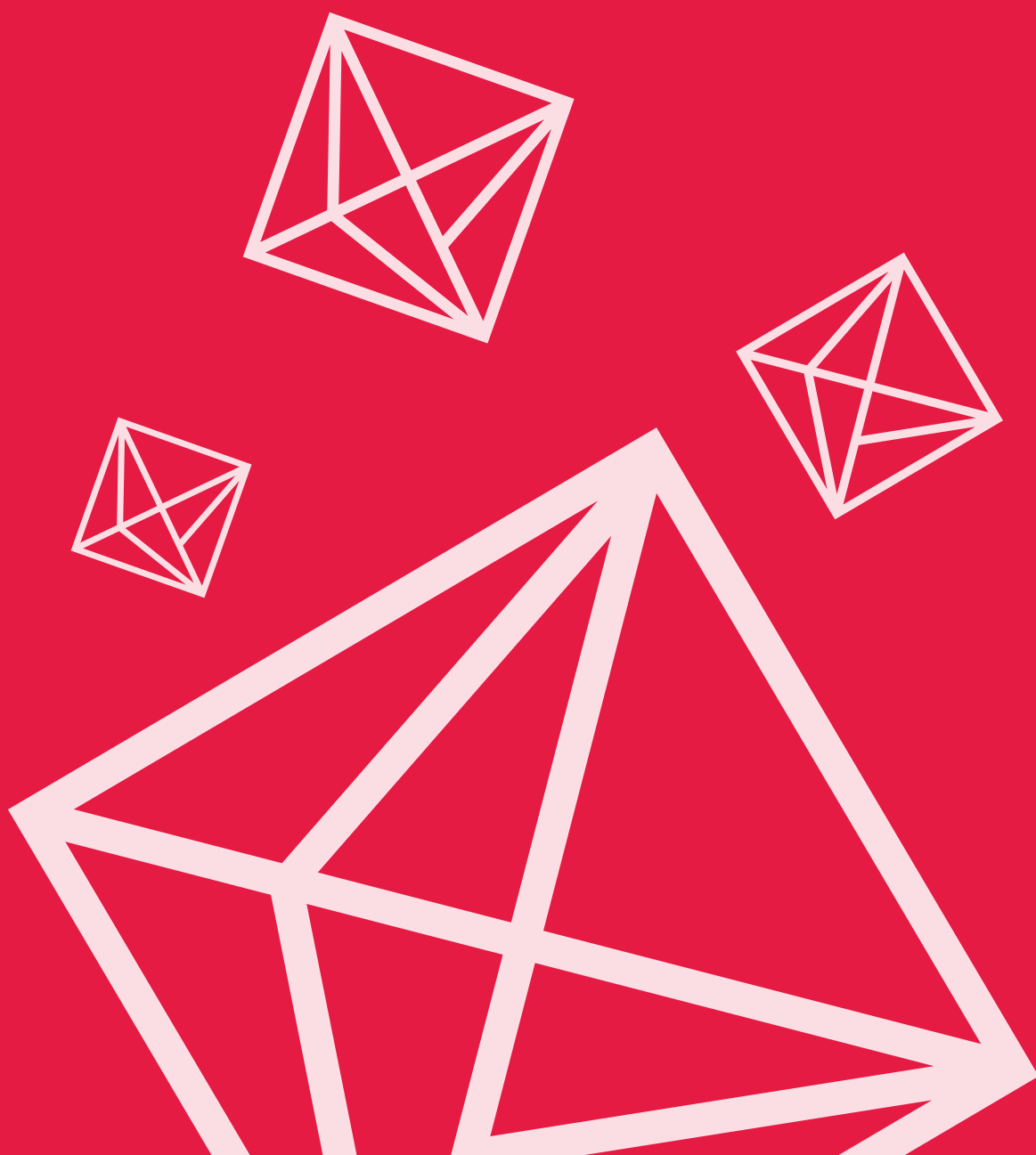
Art Square Lab believes in a respectful, just and inclusive society where people have courage to co-create their futures.

## Our mission

Art Square Lab feels committed to create social and economic change. We are HUMAN and PLANET centered. We actively pursue a better tomorrow by empowering public and private organizations, businesses and citizens with the skills, passion and purpose to make positive contributions to the world around us. We apply principles of design thinking to invent new ways of doing business and rethink our way of living. We focus on environmental sustainability, educational transition, entrepreneurial ecosystems and citizen engagement.



# Ch.2



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## 2. Our Activities

### 2.1 Our Services

The impact of Art Square Lab, a social enterprise, has been remarkable in various sectors. Through our collaboration with the government, other social enterprises, and the public sector, we have made significant contributions to the local community.

Art Square Lab's initiatives have had a profound effect on the educational sector. By incorporating design thinking, creativity into education, we have enhanced learning experiences for students and fostered innovation in teaching methods. Our programs ( Digital Academy, Design Thinking training, Thinkathons) have empowered students to express themselves creatively and develop essential skills that go beyond traditional academic subjects and help them to develop their own projects and get future competences as creative problem solving, creativity or design thinking methodology. Offering online training courses for IFEN was an important part of our collaboration with the sector of formal education. In addition to webinars, we have extended our post-covid offer for LISER and implemented Design Thinking courses for researchers and teachers of this renowned research institute.

As long as collaboration with the public sector is concerned, in 2022 by working hand in hand with various stakeholders, we have created sustainable solutions that benefit communities at large. The concrete examples are :

Luxembourg Gov Jam with the Ministry of Digitalisation, Consumers Dialogue Day for Ministry of Consumers Protection or designing of Welcome Events for Newcomers (PAN project for MIFA).

The collaboration between Art Square Lab and other social enterprises has further amplified their impact. Our collaboration with members of ULESS and FEDAS allowed us to support them in development of their products, services and non-profit activities. By joining forces with like-minded organizations, we have been able to pool resources and expertise to address complex societal challenges effectively. One of the most important outcomes of that collaboration is an updated Training Catalogue issued by Art Square Lab as well as an adapted offer for training institutes like UFEP, DLH or Chambre des Salariés. Overall, Art Square Lab's impact was quite significant across multiple sectors. Through our collaborations with the government, other social enterprises, and the educational sector, we continue to make a positive difference in society by promoting creativity, addressing social issues head-on, and fostering a collaborative approach towards creating a better future for all.





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## 2.2. Offer for Education

Since 2017, collaboration with educational partners has been our principal area of social impact: our desire to share our knowledge with teachers, educators and youth workers has motivated our decision to apply for the label of social impact company. In 2022 we have continued our mission by implementing European and local projects. European projects Partnering in European programs provides us with a chance to develop new educational tools that can be tested in several countries in parallel. Design Sprint for education (Thinkathon), Platform with tools for Futures Thinking or Open Badges are examples of the outputs we have produced in the frame of international consortia.

### a. European projects

**“Imaginarium: Creative Youth for Sustainable Futures”, financed by EU Erasmus Plus program (March 2021-March 2023)**

In the project “Imaginarium,” partners from Luxembourg (Art Square Lab), France (Co-Actions), Ireland (M-Powered) and Finland (University of Turku) promote creativity using Design Thinking and Futures Thinking methodology that will enable a proactive youth-led search for developing solutions for tomorrow.

These include:

- Bringing creativity into the non-formal educational system with the help of Design Thinking, Futures Thinking and creative problem solving methodologies.
- Supporting students and educators with the development of new sustainable ideas for more positive futures.
- Support educators by providing materials useful for teaching creativity and sustainability.
- Support educators by providing a tool to measure the creativity of young people.
- Providing professional development opportunities for staff and stakeholders: intensive training on the use of creativity in the education of young people.
- Encourage young people to implement their ideas by supporting them in the creation of a basic project and informing them on the funding possibilities for Solidarity Projects (Erasmus Plus EU Program).
- Teach management skills fostering social entrepreneurship and employment.

The tool box can be found here: [imaginarium-tool-box.eu](https://imaginarium-tool-box.eu)



**“Volunteering in Local Development- VOLEM” project financed by EU Erasmus Plus program in partnership with Cap Solidaire (FR) and Commune of Cinisello di Balsamo (IT)- (December 2019- December 2022)**

This project aims to strengthen the recognition of the key skills acquired by young people during volunteer activities in the field of local development and to promote these skills as useful for their entry into the labor market. The project stems from the general conclusions that point that the recognition of these competences is not properly tackled after volunteering. With this innovative consortium we have tried to combine the three perspectives: to better understand the skills developed by young people, see how far they facilitate employability and come up with tools to foster the validation of competences.

The project objectives are:

- To raise awareness and improve the skills of volunteers and youth workers regarding innovative youth volunteer experiences (in the field of local development), and
- To design a skills framework utilizing Digital Badges to validate the skills acquired through voluntary action.

More information can be found here:

[www.volem-project.eu](http://www.volem-project.eu)

**“Discover EU” - Meet up in Luxembourg (11-13.08.2022, Esch-sur-Alzette), financed by Erasmus Plus program of EU**

Discover EU is a flagship project of the Erasmus+ program giving 18-year-olds the opportunity to travel around Europe by interrail. Between the travels they have a chance to meet their European peers during so-called Meetups. Luxembourgish meetup was organised by Anefore, in collaboration with our organisation: from 11th-13th of August we welcomed a group of 12 young Europeans to Esch-sur-Alzette.

The Luxembourg DiscoverEU visit was a 3 day experience with informal social events and an 8h (4h course and 4 hours building) mixed workshop focused on the topic of ‘Greening our Cities’. In the first part of the workshop participants were taught to use the Design Thinking methodology to identify various elements that: inhibit or increase biodiversity in our cities, create spaces that bridge the gap between the built space and nature, encourage the community to sustain green spaces within the cities and encourage people to get in contact with each other in public spaces and enjoy green parts together. The second part of the workshop involved implementing their ideas, at scale, into the ‘La Piazza de la Transition’ space at Bâtiment 4 in Esch-sur-Alzette. With DiscoverEU, young people are participating in an experience that enables them to explore Europe’s diversity, learn about its cultural heritage and history. With the extraordinary heat, fires and floods evident in much of Europe this year, is age really a barrier to being able to take action? How can these travels and new experiences enable and encourage action in their home towns and countries? As they visit different locations, the ability to notice a variety of interventions that promote these goals becomes more evident.



During the Design Thinking training course the participants were assisted by 1 coach experienced in non-formal education and Design Thinking, and 2 experts in the area of the transition network and construction as well as several other expert assistants. Together they explored potential initiatives and solutions for greening cities that would be accessible for citizens and visitors of all ages. The design/build element of the workshop, as well as the experience of meeting new people in different locations with different cultures provided a unique foundation for the participants, beginning with an expectation of exploration.

Our main objectives for this workshop were the following:

- Provide a fun learning experience that encourages participants to (re)imagine how they can be a part of greening cities.
- Co-create potential solutions that can be multiplied at local and European levels.
- Learn the Design Thinking process by applying it to solve concrete challenge.
- Have fun and learn new skills constructing projects that contribute to biodiversity in a local space.
- Collaborating with EU peers.



## b. Local projects

### **“Plan B - Resilience in the Youth Sector”, financed by Oeuvre Nationale de Secours GrandeDuchesse Charlotte (Oct 2021-December 2022)**

This project is focused on non-formal education actors, especially youth workers and educators, to support them in the practice of resilience in post-pandemic reality.

How best to deal with change? How to develop resilience? How to have an agile approach to problem solving being flexible instead of rigid? These are all challenges of the pandemic that can also be opportunities for renewing methods in the youth sector.

As in Art Square Lab we have an expertise with “future-proof” organizations in business, we have decided to transfer this know-how to education, using the following steps of the Design Thinking methodology:

- User research: interviews with 20 youth professionals on the field
- Identification of best practices and challenges: co-creation workshop to find best solutions with How Might We questions with 30 participants
- Resilience Academy Training to test developed resilient solutions with youth professionals
- Designing the tool kit with best practices for educators <https://planb-resilience.lu/>

As the outcome of the research, we have identified 3 factors of resilience that helped the youth professionals to survive the difficulties and might be important to get integrated in daily youth work practices:

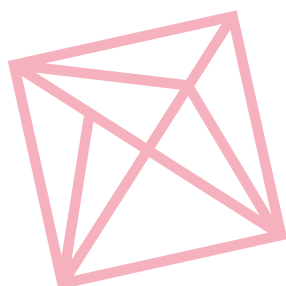
- collaboration and communication with other professionals (in and out of educational sector)
- creativity and futures thinking
- emotional health and well-being

Therefore the activities developed in the tool kit are related to these 3 areas and described in the user-friendly way. The tool kit will serve as a reference material to these youth professionals who would like to be prepared for unexpected situations in the future as well as implement best practices in their work with youth.

### **“Académie Digitale pour jeunes adultes de l’ENAD”, financed by Oeuvre Nationale de Secours Grande- Duchesse Charlotte (Oct 2022-July 2023)**

The main objective of the project is to increase the digital skills of young people who are not enrolled in the formal education system and thus prevent their exclusion from society. The project was implemented with ENAD - École Nationale pour Adultes, new partner for Art Square Lab in the field of education.

The Covid crisis has shown that digital work is a “must” to accomplish daily tasks. This project helps young people to acquire new skills, especially in the use of digital tools in personal and professional life, so that they can use them to achieve their goals.



In order to make the whole digital sphere less abstract, the project started with a self-assessment of the participants' current skills - what they already know, how they use digital tools so far and how they will be able to use these tools in the future, through social and professional immersion. Maintaining the motivation and increasing the autonomy of the young participants are important objectives of the project: this will help them later on to plan their own learning and enable them to develop digital skills useful in their personal lives and guarantee them better employability in Luxembourg or abroad.

Target groups for the project are 40 young adults men and women aged 18 to 25 (21 in 2022 and 19 in 2023) who had dropped out of school as well as migrants from ENAD's integration classes (EU/ third country/IPR/ Luxembourg nationals/border workers).

**Imaginarium “ Science and Youth for Sustainable Futures” ( June 2021- April 2022) financed by FNR (Fonds National de la Recherche) and André Losch Foundation**

Many of the social challenges we are facing, such as climate change, inequality or poverty, have been accelerated exponentially by the COVID-19 pandemic. It has hastened the change in relationships between people, the world around us, our belongings, our health, our data and the relationship with the government. On the one hand, our inner circles became more intimate, on the other hand, social distancing bounds us to digital presence, with disadvantages like screen fatigue and remote team work, school classes, and sports groups. Many negative storylines are springing up, with environmental, social and economical crisis at the top of the topic list.

In this situation, the citizens, entrepreneurs, teachers and especially young people need to be assisted in different ways of thinking, where creativity and creative problem solving play a central role. When young people are overwhelmed with negative thoughts, we need to revive their imagination with the goal of inventing positive future scenarios as well as support their creative courage and enable them to be the protagonists of their imagined- positive-future. How to go about doing this?



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The 'Imaginarium Project' has part of the answer: Let's bring young people together with researchers, to imagine and develop positive future scenarios. The central element of the project being an evidence-based input, elaborated by passionate researchers from LIST who are interested in grounding their findings in the realities of young citizens. This input was a "seed": stimulating curiosity and surprising the audience with the resulting data that was presented interactively.

The following workshops were implemented:

- 'Climate Action - Imagine a World Where Our Lifestyle Does Not Affect Climate Change' - Dr. Ellori Igos
- 'Imagine a World Where We Would Not Have to Worry About Floods and Droughts? What Would It Look Like and How to Get There?' - Dr. Stan Schymanski
- "Sustainable Cities and Communities - What If We Could All Live In Safe, Healthy and Sustainable Communities?" - Dr. Andras Kozma

As a result of the 'Imaginarium project' done in 2021, in 2022 the groups of 4 youth who won the competition decided to build their prototype and test it. They opened a one week second hand pop-up shop in Pop Up in Esch-sur-Alzette. Thanks to the coaching and support of Design Thinking experts, they had the opportunity to test their ideas in the pop-up shop in Esch-sur-Alzette.

### c. Workshop for Students

#### Training in Social Innovation/Social Entrepreneurship

One of the durable outcomes of the 'Imaginarium project' was elaboration of the methodology for Thinkathon- a design sprint for young people, focused on creation of sustainable solutions for the current world problems. Due to our continued collaboration with École de Commerce et de Gestion, in May 2022 we have organised a Thinkathon for its students. During the one day event, 98 young people learned about social economy, design thinking and Sustainable Development Goals.

Based on the input and material prepared by our experts, they have developed 10 ideas for new social enterprises, which they later improved during their regular courses! According to the feedback from the ECG, this project was an important input to their program of Entrepreneurship Course (part of BTS) and will be repeated in the following years.



#### d. Workshop for teachers and educators

##### Training in Social Innovation/Social Entrepreneurship

In the frame of our collaboration with Ecole de Commerce et de Gestion, we kept on offering the support for development of the Entrepreneurship course in the school. Our main input was focused on training teachers on social entrepreneurship, sustainable development goals and social innovation. Magdalena Jakubowska offered the regular course to both teachers and the students in that matter.

At the same occasion, we have helped the ECG to get in contact with social entrepreneurs in Luxembourg, SIS and social impact companies- Yolande COOP, Know Thy Brand, On-perfect, Filip Westlund. In this way, we try to build stronger bonds between the school and entrepreneurs and show the context of real social innovation to the students and teachers.

##### Design Thinking and Sustainable Development Goals courses for IFEN

Offering the courses for teachers on the IFEN platform that has started with Covid-19 was continued at the beginning of 2022. The courses offered to the teachers online were: "Design Thinking Fundamentals" and the "SDG in school practice". We kept our belief that it is important to raise awareness of teachers on the topics important for our planet as well as build imagination that is a tool for change!

#### e. Workshop for researchers

##### Design Thinking training for researchers for LISER (Luxembourg Institute for Socio-Economic Research)

In 2022 we delivered Design Thinking training for researchers working at LISER Institute. Connecting with academia is an important step for us- exchange of know-how and common reflection about innovative aspects of human-centred methodologies is one of our priorities.

12 researchers from different departments learned about human centred design. Thanks to this workshop, they have learned how to develop research focused on the citizens' needs, and develop the so-called "citizens-science". The workshop was a great exchange of ideas on how to open the science world to the public and what kind of design thinking tools might serve the researchers in those attempts.





## 2.3. Offer for Social Entrepreneurs and actors of Social sector

In 2022, one of the strategic goals for Art Square Lab was to promote social entrepreneurship and social innovation. One way to reach this goal was to get more active in networks of actors of the social economy and invest time in collaboration with networks like ULESS or Cluster ESS of the Greater Region.

Another important way was to offer our services to the partner organisations active in social impact networks, help them to improve their products/services or go through the necessary transformation.

### a. Consulting for Fit4Service Program of Luxinnovation

Since 2020, Art Square Lab has been an accredited consultant for the Fit4Service Program of Luxinnovation. Fit4Service allows companies to objectively evaluate the quality of their customer experience, and gives them the keys to implement simple measures that will make them stand out from their competitors in the eyes of customers.

In 2021, we implemented our first project with Yolande COOP (SIS) that resulted in identification of their customer profiles, respective customer journeys and recommendations to build further on their service potential.

In 2022, we were ready to offer our experience and knowledge to other social impact companies who intend to optimize their customer experience as well as redesign their services in a human-centric way. We find it essential to collaborate with other social impact companies (SIS) to help them understand how their social impact might be better related to their customers.

### 1. Fit4Service Program with l'Atelier Kräizbiereg

In the second semester of the year, we had the chance to work with a team from Atelier Kräizbiereg to identify the potential areas for development of their products and services offered to the customers in Dudelange. The insightful discussions and discoveries gave the Atelier's team many ideas for improvement and opened up new possibilities. In addition, the project was a great chance to engage multiple teams in reflecting on the customer experience, the offer and the future of their organisation.

### 2. Collaboration with UFEP

Through our cooperation with UFEP, we conducted Design Thinking training for local actors active in the field of care and social sector. Over 3 months, during the 16-hour training, representatives of 7 organizations had the opportunity to improve their existing offerings (products or services) using Design Thinking methodology. Some of the ideas like "Invite Room" - a team-building meeting for companies, demonstrating the value of diversity organized by Atelier Kräizbiereg - were implemented after the course. In this way we have managed to build the capacity of the local organisations (incl. some SIS), share our expertise with them and build stronger collaborations for the future.

### 3. Collaboration with ULESS (Union Luxembourgeoise de l'Économie Sociale et Solidaire asbl)

It has been already two years (since 2020) that we have established our collaboration with ULESS to support development of the community events offered for the actors in social economy in Luxembourg. In 2022, we have facilitated two community events (Assises de SIS and the ChristmESS Event). Our role is to build a concept of the event where the participants can learn from and about each other/ network/ discuss the issues important for the development of ESS in Luxembourg.



## 2.4. Our services for Public Sector

As practitioners of Service Design Thinking, we intend to use our knowledge for development of the services in the public sector. Year by year we manage to prove the importance of citizen-centred design, co-creation, co-design. Here are some examples of the projects implemented in 2022 with several Ministries in Luxembourg.

### **a. Project Wëllkomm – designing new experience for newcomers/ Ministry of Family (MIFA)**

With the support of the Ministry of Family Affairs, Integration and the Greater Region, our company is developing a project aimed at rethinking local or regional welcome events. The idea behind the Wëllkomm project (pilot phase) is to support five Luxembourg communes from different parts of the country and help them initiate meaningful engagement of newcomers. After this phase, the project outcomes will be offered to all the communes in Luxembourg and therefore might benefit a large number of citizens moving between different communes.

As usual in the case of Art Square Lab all this is done using the Design Thinking methodology and with a human-centred approach: the ideas are not created in a close room but come from the qualitative research conducted in the pilot communes of Wiltz, Mertzig, Echternach, Esch-sur-Alzette and Kehlen.

The final output of the project (implemented in 2023) will be an online manual for the communes, offering them methods and tools to construct Welcome Events at local level.

**More info :** <https://artsquarelab.net/wellkomm-project-pan-2022-en/>

### **b. Luxembourg GOV Jam/ Ministry of Digitalisation**

The Luxembourg Gov Jam is unique for it focuses on public services – any services which are provided by the state. During two exciting days, people from all around the globe came together for 48 hours to develop brand new services inspired by a shared theme, using methodology of Design Thinking. The Luxembourgish edition was organised by Art Square Lab who provided its support to the Ministry of Digitalisation.

But why do we “jam”? To understand and meet the needs of citizens and the civil servants and governmental bodies who serve them in Luxembourg. Fast pace of work in small groups, focus on users’ needs, inspiration from various industries, ability to turn the ideas into prototypes and test them with real citizens... a mix of all those elements makes the Gov Jam an unforgettable experience. It was already the 3rd GovJam organised in Luxembourg by Art Square Lab. In 2022 more than 50 participants and 10 facilitators were involved in this great event!



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### c. Consumer Dialogue Day/ Ministry of Consumer Protection (MPC)

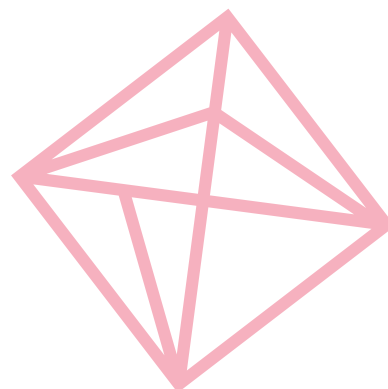
The rapid changes in consumption patterns, the digitization of procedures and the Covid-19 pandemic have accelerated the need for regulatory changes. With the New consumer agenda, the European Commission presented in 2020 its priorities and actions for the next five years, including in particular the digital transformation and the green transition of the European Union. As in previous years, the Commission is organizing a “Consumer Dialogue” in each Member State to support the implementation of the new agenda- in Luxembourg, this exchange took place on 27.04.2022.

During this day, the floor was given to consumers and other interested parties. In order to offer them the maximum opportunity to get involved and express their ideas, a design-thinking workshop was organized, a way of thinking and innovating based mainly on user feedback. The method lends itself very well to bringing together people working in completely different professions, from different backgrounds and cultures, who do not have the same expertise. The presentation of the results took place at the end of the day in the presence of the Minister for Consumer Protection, representatives of the Commission as well as national and European experts.

Between mid-February and mid-March 2022, the MPC launched a survey to better understand consumer concerns. More than 2,500 people took the opportunity to share their thoughts. These reflections were deepened in several discussion groups that took place during the month of March and facilitated by Art Square Lab.

More about project:

<https://mpc.gouvernement.lu/en/le-ministere/prot-jur/cd-2022.html>



# Ch.3



### 3. Social Impact at Art Square Lab



The above mentioned activities show our great commitment to the improvement of society. The team at Art Square Lab performs its best competences in the field of training in Design Thinking methodology and providing service design consulting. We are growing into an important partner of organizations who seek innovation, human-centric transformation or want to manage change in a sustainable and planet-centric way. Thanks to our experiences in Luxembourg, we manage to connect our clients with one another, avoid repetition of actions and prevent waste of resources.

In order to measure our impact and broaden it, the following social impact indicators were set up for 2022:

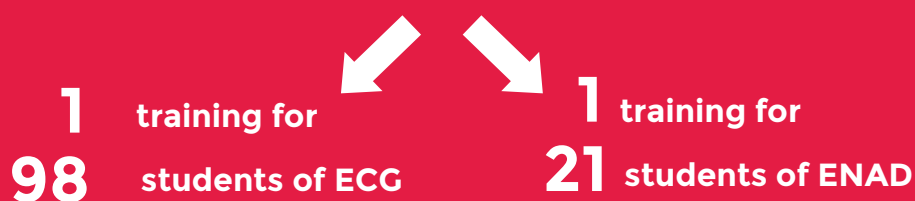
**Indicator 1: Number of clients  
who benefited from the company's services:**



**Indicator 2: Proportion of customers  
who used the company's services  
at a reduced rate by category :**

**40%**

**Indicator 3: Number of adapted trainings  
that have been offered by the company:**



**Indicator 4: Proportion of clients in situations  
of economic or social fragility who have benefited  
from adapted training:**

**45%**  
of all persons trained

# Ch.4





## 4. Our Commitment to Sustainable Development Goals

**4** QUALITY  
EDUCATION



Let's walk the talk! At Art Square Lab, we continuously increase our efforts to achieve social impact and we use the 17 SDGs to determine what goals we are going for.

In 2022, we targeted 3 out of the 17 goals:

### **SDG 4 - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**

Continuous contribution to improvement of educational tools and methods in formal and non-formal education in Luxembourg is an important aspect of our social impact. At Art Square Lab, we believe that we have adequate expertise and practical experience in the field of future skills (empathy, problem solving, creativity, thinking out of the box, co-design and co-creation) and it is our duty to share them with the education ecosystem. We pay attention to those who might stay on the outskirts of mainstream due to economic or social reasons and make sure that they have opportunities to get involved in local activities like Imaginarium and international training activities through EU projects. Thanks to our collaboration with actors in the social sector (UFEP, ULESS), we have managed to bring our know-how to larger groups of actors in the social sector.

**8** DECENT WORK AND  
ECONOMIC GROWTH



**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



### **SDG 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

Diversity, equity and inclusion are important factors in our work. In order to “walk the talk”, we promote diversity in our team and are open to inclusive employment policies. Besides our employees, we support young people who seek internships (1 person in 2022 and preparation to host 3 people in 2023). It is important for us to offer “circularity of competences”- an opportunity to test skills, upskill or re-skill in the safe (but demanding) environment of Art Square Lab.

### **SDG 12 - Ensure sustainable consumption and production patterns**

Finally in 2022, we have also completely changed our compliance policy towards suppliers. For all events (training and conferences) that we organized in the office, we benefited from the services of sustainable suppliers (other SIS e.g. Yolande COOP, Atelier d'inclusion professionnelle Op der Schack, Tricentenaire) or we have encouraged our partners to pay attention to various elements such as : waste reduction (carbon footprint, local products, reduction of plastic waste), fair trade, environmental impact of the event and supply chains. That absolutely requires strong knowledge of the local partners and their offers. Therefore, we continuously make efforts to network with ULESS members and understand their missions and business objectives, as well as other actors of social impact economy in the Greater Region and French region of Nouvelle Aquitaine.

We continue to improve our own efforts with the resources we use during our training (shopping for the materials in local shops, re-use of materials, limited printing).



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