



EXAMPLES OF SOLIDARITY ACTIONS AMONG THE DIVERSITY CHARTERS' SIGNATORIES

Helping each other during the COVID19 crisis



MAY 2020

Summary

- From the start of the COVID19 pandemic, organisations and businesses throughout the European Union have been involved in solidarity actions towards their employees as well as towards their communities.
- We have compiled some examples to show the strength and solidarity from the side of the Diversity Charters' signatories.
- This list aims to give thanks to all these organisations and also to inspire others.
- These are just few of the examples that we received and of course, there have been many more in other Member States as well.

CZECH REPUBLIC





PULS investiční, s.r.o

- They have joined organizations that help heroes. As part of the CoroVent project, they built 500 lung ventilators for patients with COVID-19 and provided them free of charge to Czech hospitals.



ŠKODA AUTO

- They donated 100 ŠKODA Octavia cars to organizations providing field services. The aim of the grant program is to distribute 100 ŠKODA AUTO vehicles among 100 helping organizations and thus contribute to increasing the reach of health and social services. The cars must be used to transport clients / patients or to transport staff to the client / patient.



Unipetrol

- Unipetrol, which is part of the critical infrastructure of the Czech Republic, continues to ensure the production and supply of fuels and other strategic commodities necessary for the functioning of the state. At the same time, it continuously distributes protective equipment and disinfectant fluids among its employees and employees of Benzina filling stations.



Lidl Czech Republic

- Lidl Czech Republic heard the call of the Federation of Food Banks for help and decided to send 4.5 tons of durable food to food banks. It thus responds to the urgent increased need for durable food by vulnerable groups and to the abolition of the Spring Food Collection.



More examples at

<https://www.facebook.com/byznysprospolecnost/>

CROATIA





IKEA

- Both IKEA Retail and IKEA Centers, stepped up its emergency relief efforts, committing more than HRK 1.5 million of in-kind donations for Croatia's health system and community support. Collaborating with the Red Cross and governmental institutions, we provide aid for COVID-19 patients, medical professionals, and members of vulnerable communities, included donations of mattresses, textiles, food, and other products.



dm-drogerie markt

- For all the dm employees, psychological help is provided in cooperation with a psychologist (psychological help is offered via phone or Skype), dm takes over all the psychological help expenses.
- dm donates its products to the Croatian Red Cross which delivers packages to those in need.



Hipp

- All employees who have children up to 10 years of age have the option of flexible working hours; work from home, or in consultation with management, acceptable for both sides (part-time).
- They helped with the donations of their resources to assist and support medical staff in combating the COVID-19 pandemic.

FINLAND





Oriola

- To secure Oriola's deliveries to pharmacies, hospital pharmacies and veterinarians, they have taken in use all their pick-up and delivery capacity. Additionally, they have increased their employee resources and operating time in their logistics. To secure the patient safety and responding to the guidance from The Finnish Medicines Agency Fimea, for the time being they prioritise deliveries of pharmaceuticals and other critical products to our customers.



IBM and Cisco

- IBM and Cisco help schools and universities succeed in distance learning. The companies provide their tools and skills free of charge to educational institutions to ensure teaching and learning in exceptional circumstances.



Orkla

- Caring for hand hygiene is now more important than ever, and demand for soaps and hand disinfectants is high. Therefore, a quick decision was made at Orkla's Falun plant to start manufacturing a completely new product, Savett Antibacterial Hand Gel.



Atria

- Atria Finland is cooperating with Hope ry:n supporting families with children who are financially tight. Volunteers from local Hope actors deliver 1,500 Atria food gift cards to families, with which the family can redeem food from their local store. Many families are experiencing an acute crisis, to which a gift card or food bag brings relief and a sense of security.



More examples at

<https://www.fibsry.fi/ajankohtaista/7222/>

FRANCE





L'Oréal

- #lorealtakespart with the French government. We are very proud of our Sourcing teams who are working closely with the government to help purchase medical supplies. Thanks to our strong network in China, we are committed to join forces and accelerate the fight against the COVID-19 by sourcing medical equipment for the French public authorities. Our teams are still engaged and working on the matter.



Pernod Ricard

- Pernod Ricard changed a part of their production towards hydroalcoholic gel and alcohol used for the gel, in order to supply hospitals and fight against the progression of the coronavirus.

ITALY

**ACTIVE IN THE MOST AFFECTED AREA
THROUGH ECONOMIC SUPPORT TO
THE MAIN HOSPITAL IN BERGAMO,
NEXT TO FAMILIES AND PEOPLE IN
NEED WITH PRODUCT DONATIONS**

#ONEPLANETONEHEALTH





Danone

- Fundraising campaign to support Papa Giovanni XXIII hospital in Bergamo, one of the most affected areas in Italy.
- Free shipping on SN e-commerce platforms.
- Caregivers project for Danoners and for the Community.
- Video of all Danoners to support the Medical Community.



Poste Italiane

- Poste Italiane extended the guarantees offered to health policyholders and employees who have adhered to the Group health fund plan free of charge, with the aim of assisting the best people infected by Covid-19.



IBM

- A “Corporate Diplomacy” and mental health team set up to support employees in the phase of the office comeback.
- Covid-19 hospital coverage for all employees.
- Activation of the 24/7 Employee Assistance Program to help IBMers cope with anxiety, depression, work-related problems and other issues.



Coca Cola

- In a delicate moment like the one that Italy was facing, Coca-Cola has decided to support those who are at the forefront in managing the health emergency with a donation of 1.3 million euros in support of @crocerossa.

LATVIA

What is 🌞 The Global Hack?





Swedbank

- They joined the #TheGlobalHack initiative creating various solutions for the economy or any of the other 11 hackathon fields that would help both Latvia and the world to overcome the new challenges.
- To support development of the platform and help to reach people in need Swedbank donated 20 t euros and is popularising platform in bank's channels reaching at least half population of Latvia.
- In addition to support the message of safe stay at home, Swedbank developed tips on safe payments from home with special focus on solutions for older population – our digitally disadvantaged group that Coronavirus has exposed the most.

POLAND





NatWest

- Fresh fruit for all our employees is delivered to our offices on a weekly basis. Rather than cancel the service now that our employees cannot use it, we have decided to redirect the deliveries to the hospital of the Polish Ministry of Interior and Administration. This way our supplier will not lose their contract, and the hospital will receive weekly deliveries of fresh fruit for healthcare professionals and patients.



BNP Paribas Bank Polska

- We support fight with COVID-19 by providing funds for 1000 tests and donating 20 000 protective masks to the hospitals.
- We transferred EUR 1 million to the Pasteur Institute in Paris.
- We give possibility to postpone payments of the leasing or credit installments.
- We introduced account opening using online videoverification.



PZU

- PZU has launched a free legal assistance service in connection with the coronavirus pandemic. Thanks to the service, self-employed persons will learn how to apply for exemption from social insurance contributions and obtain the so-called idle time allowance, and employees will receive legal advice regarding labour law.



IKEA

- As part of the support activities, selected centres received mattresses, bedding, blankets and towels. Other donated items include soap dispensers, spray bottles for disinfectants, food storage containers and vacuum flasks.
- IKEA provided Poland with EUR 1 million to support the healthcare system and provide the necessities of life to communities and consumers affected by the coronavirus



PGNiG Foundation

- PGNiG Ignacy Łukasiewicz Foundation and the Polish Association of the Deaf with the support of the Ministry of Development Funds and Regional Policy launched a video helpline for the deaf who need information regarding the coronavirus. The helpline works round the clock seven days a week to provide non-stop access to support and assistance.



Orange Poland

- Orange Poland has launched a special campaign to support distance learning. The company offers up to 200 GB of data transfer available with the EDUFLEX code.

PORTUGAL



European Commission



INCM

- INCM delivered to the General Staff of the Armed Forces (EMGFA) a set of protective visors for health professionals of the Benedita Dialysis Medical Centre.
- Thanks to the know-how and dedication of its professionals and the adaptation of its equipment, it will produce 3,000 acetates and 325 supports for the protection of health professionals in the Military Hospital, field hospitals, the SNS and the ARS. This project has the support of Globalmoza.
- During this pandemic period, under the "Books for quarantine" initiative, more than 150,000 downloads of more than 100 books were made available free of charge.
- INCM also offered 5 fans to the NHS.



Egas Moniz

- Through its Psychology Laboratory - LabPSI, they brought together a group of psychologists who serves the entire academic community and its services, as well as the health professionals of the Garcia da Orta Hospital.
- Egas Moniz has also delivered: 1,500 swabs to the National Health Service; 3,500 masks to Garcia de Orta Hospital; 800 tubes for filling liquid medium for virus harvesting to ARSLVT.



Altice

- Altice Portugal offers extra data and voice plafond to health professionals - To Health professionals, who are responding directly to the public health crisis and identified by the Central Administration of the Health System, are guaranteed an extra 10,000 minutes of voice for national fixed and mobile networks, 10,000 SMS for national mobile networks and 10 GB of data.



RTP

- In view of the logistical difficulties that some RTP workers face in supplying their homes, particularly those who continue to work at the facilities in Lisbon, RTP has installed at its headquarters a mini market that provides basic products. Also, the partnership with Apolo 70 Pharmacy, a service that allowed to continue the delivery of medicines in RTP as well as the free delivery to the Lisbon area.



APAV

- Portuguese Victim Support Association) - inaugurated in April a Temporary Emergency Reception Centre for women victims of domestic violence, accompanied or not by children up to the age of 18 – supporting them also by donated equipment, cleaning and hygienic products, as well as food.

SLOVAKIA





IKEA

- We agreed to cooperate in arranging a quarantine town for the homeless. We wanted to help as much as possible. A quarantine town for homeless people is located in the Zlaté Piesky complex. IKEA arranged this place with beds, mattresses, pillows, duvets, sheets and other necessary furniture. Thirty temporary container flats serve as a preventive quarantine for homeless people with symptoms of COVID-19 virus (coronavirus).
- IKEA Alimentos como provided food such as cinnamon cakes, biscuits and chocolate to the inhabitants of the container town. To make the treatment more pleasant, we donated books to the container town, which our co-workers brought to the company's SWAP ".



Telekom

- Slovak Telekom donated a special contribution to IPčko - internet helpline for young people, where psychologists help anonymously through chat and email to young people to solve their problems.
- Due to the extraordinary situation, Slovak Telekom has also supported hearing-impaired people - online interpreting is currently available for them 24 hours a day, 7 days a week.
- The company also started a free of charge helpline for the Research Institute of Child Psychology and Pathopsychology and set up possibility of free-of-charge calls to more than 50 public health office numbers to provide up-to-date coronavirus information and recommendations.

SPAIN





Henkel

- Within our solidarity program, Henkel Ibérica donated 60,000 gloves to @SanidadGU and 20,000 gloves for distribution customers for cashier and replacement personnel.
- We donated more than 40,000 liters of bleach and 50,000 personal hygiene products to the Red Cross Plan RESPONDE @CruzRojaEsp @CreuRojaBCN



CTCR

- Researchers from the La Rioja Footwear Technology Center, CTCR, have teamed up with the University of Stanford to stop the spread of COVID-19, the disease caused by the SARS-CoV-2 coronavirus. Computer engineers and biotechnologists, connected to the internet, have joined the fight against the pandemic, joining this research based on distributed computing.



Alares

- They established a helpline that allows elder people to talk with social experts, psychologists and other professionals in order to provide them with some time of conversation and company in the distance. They also advise them on how to reduce anxiety and to maintain a healthy routine at home, and also, they encourage them during the lockdown.

DANKE!
THANK YOU!
MERC I!
GRAZIE!
GRACIAS!
DANK JE WEL!

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