

1. How did your company contribute to help the situation in Ukraine or it's citizens/refuges?

*We immediately decided to offer very concrete help to the families and friends of our employees. A summary of these activities makes it clear that various aspects were covered:*

- We made an appeal to various Chocolissimo Community members (family, employees, friends and shareholders) to quickly start an Assistance Fund. This was operational after a single day with sufficient funds at our disposal even today.*
- We provided crisis shelter from the first weekend. This is literally picking up people at the railway station in the middle of the night, 'welcoming' them, letting them feel as 'comfortable' as possible and taking them to a safe shelter. We offered shelter to about 50 people in this way. This both in employees' homes and rented houses. After this, we worked with them to find suitable accommodation and helped with the administration and prepayment of guarantees.*
- Some of our employees who speak Ukrainian were exempted from work to offer urgent help for several weeks.*
- We provided specialized psychological assistance. Both for the refugees and for our own staff.*
- With many colleagues, we often emptied our refrigerators at night when the shops were already closed and people were exhausted after days of travelling.*
- Following predetermined procedures, we also provided financial resources for clothing, food, books, medication, and other purposes.*
- Self-reliance was an important factor for us: together with our HR recruitment partner, we made sure they had a work permit as soon as possible and that we could offer them a (temporary) job if possible. Very quickly, we offered 30 people a job within our group. We currently employ 80 Ukrainian employees. This is 40 more than previous year.*
- Chocolate is linked to happiness, celebration, energy.... so it was not easy to use our products. But in the end, we distributed more than 1,500 kg to the refugees: a child's smile is good for the whole family. We were able to experience it.*

*We remain committed to this small-scale but very concrete assistance where we want to make a difference for each individual.*

2. For the special occasion of 30th Anniversary, your best memories of BBC, including what kind of benefits have you got while being a Member?

*It is not easy as a new member to be able to score with this question but we have been members for 3 months now and we have already talked to Belgian companies & BBC more*

*than we have in the last 18 years. We feel immediately welcome and will actively contribute that other (new) members also feel good at BBC. It's important to guide, support, develop and inspire this community of Belgian Entrepreneurship and/or DNA. And honestly we are not participating to get benefits but to co-create mutual benefits.*

*The payment order to deposit our annual contribution also went very smoothly :-)*

3. If you were a President of the BBC for one-day, what would you implement in the organization part of the Belgian Business Chamber?

*On a single day, I would mainly focus on the fact that the organization has a regional spread. The so-called Belgian entrepreneurship is present not only in Warsaw but also in other areas of Poland. You could ensure that every active region is represented within the BBC. And I would immediately organize a BBC activity in Poznan ;-)*