



**umicore**  
*materials for a better life*

**BBC Award**

Umicore - 24 October 2022

A graphic showing four hands, each painted with a different color, forming a heart shape. The colors are white, blue, red, and yellow, which are the colors of the Ukrainian flag. The hands are positioned with their fingers pointing towards the center, creating a heart outline. The background is white.

How did you contribute  
to help Ukraine?

# Umicore in Nysa and Nowa Ruda

## Showing solidarity with the Ukrainian people



As of the start of the war employees at Umicore worldwide showed great solidarity with the Ukrainian people. In many countries they spontaneously set up relief actions and collections, also in Poland. Many of those actions were driven by the employees themselves and strongly supported by the company. Those local initiatives were complemented by immediate disaster relief on Group level through large scale donations to international NGOs such as UNICEF.

Employees in Poland felt particularly strong about the situation as many of them have family or connections in Ukraine. In Poland the Umicore HR teams of the Nowa Ruda and Nysa plant teamed up to set up initiatives in which employees could play a role on the short and long term. They partnered with local authorities and charities to ensure Umicore's help would fit their actual needs to give shelter to the refugees entering Poland at an incredibly fast pace.

This resulted in several short- and long-term initiatives focusing on a fast integration of women and children in the region of both plants.



# Short-term support

## Getting ready to welcome refugees in a dignified way

### Collection of hygiene products

As of the start employees started collecting elementary products for women, children and babies: personal hygiene products, medicines and food for babies and children. Those goods were donated to different support centers in Nowa Ruda and Nysa.

### Purchase of equipment and furniture

Several support centres were not prepared for this unexpected high influx of refugees. Umicore purchased necessary equipment and furniture to update their facilities and enable dignified shelter for the women and children.

### Volunteering

Employees volunteered to help refresh apartments allocated to refugees in the area.



# Long-term support in coop. with local authorities

## Integration programme for children and students in Nysa & Nowa Ruda

### Initial Support

April - June 2022

#### Education

- Recruitment of 5 support teachers of Ukrainian origin (supporting role for Ukrainian children - 1 teacher in each school for **2 months**)
- Electronic translators to equip school office in case of difficulties in understanding Polish/Ukrainian language (for every school)
- Intensive Polish language training for Ukrainian adults, preparing them to communicate in basic life situations (work, office, store, etc.)

#### Integration

- Educational trip for Ukrainian children - each Ukrainian child gets a Polish classmate to be his/her „**buddy**” during the trip
- Integration event for children to exchange different cultural traditions with elements of sport competition and prizes

### Core Support

Sep 2022 – June 2023

#### Education

- Starter package of school supplies for Ukrainian children starting a new school year
- Recruitment of 5 support teachers of Ukrainian origin (supporting role for Ukrainian children - 1 teacher in each school for **10 months**)

#### Integration

- Educational trips for Ukrainian children - each Ukrainian child gets a Polish classmate to be his/her **‘buddy’** during the trip

### Contingency Support

Longer term planning

#### Education

- Intensive Polish language training for Ukrainian adults, preparing them to communicate in basic life situations (work, office, store, etc.)

#### Integration

- Integration event for children with a view to exchange different cultural traditions with elements of sport competition and prizes

Total amount of the programme: €175K



What is your  
best memory  
of the BBC?



# Interact and share best practices

Even if we are a rather new member of the BBC, we see great benefits as it offers a unique opportunity to interact and share best practices with other Belgian companies operating in Poland.



## Best memory

At Umicore we value a diverse workforce and we aim to boost awareness on matters related to female leadership and the gender gap in business.

Therefore, we have enormously appreciated the workshop that BBC organized with the BBC Business Women Club at the 2021 Belgian Days. Meeting with female leaders from other Belgian companies is a great way to discuss challenges we face. So we will definitely be part of the Business Breakfast!



If you were  
the President  
for one day, what  
would you  
implement at the  
BBC?





# Fierce competition in the search for talent

## We can be stronger together



Members have a few common challenges:

- Many members are recognised as best employers and have a strong employer brand in Belgium. However, in Poland it is more difficult to build our brand.
- We all are looking for the right talent for our jobs. The war for talent will only intensify in the years to come.

We see opportunities to strengthen our position together. The BBC could support in this by organizing a number of activities:

- Organize [a job fair to promote jobs in Belgian companies in Poland](#). This can be done in cooperation with universities, Polish engineering associations, etc. Jobs and Belgian business culture can be promoted.
- Organize [seminars about the Polish labour market trends](#) for members, bring forward [Polish and Belgian best practices](#) in employer branding. We can definitely learn from each other!

It may also be a way to attract new members as they also face the same issues.