

A low-angle shot of an Airbus aircraft wing against a bright blue sky with scattered white clouds. The wing is the central focus, extending from the bottom left towards the top right. The sky is a vibrant blue, and the clouds are soft and white. The wing's surface is metallic and reflects the light, showing some rivets and structural details.

Airbus – Inclusion and Diversity

“Encuentro nº XI de la Comunidad F España”

Natalia Muñoz – Inclusion & Diversity National Representative Airbus Spain
May 2019

AIRBUS

We make it fly

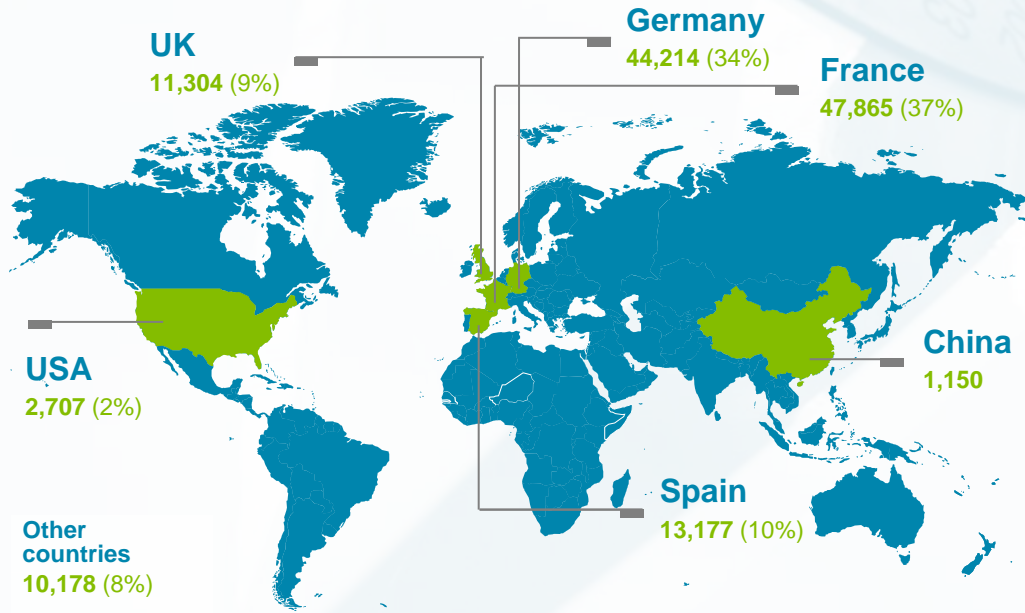
We are a leader in designing, manufacturing, and delivering aerospace products, services and solutions to customers on a global scale.

Airbus is an **international pioneer** in the aerospace industry.

A commercial aircraft manufacturer with two other Divisions - Defence and Space and Helicopters - Airbus is the largest aeronautics and space company in Europe and a worldwide leader.

AIRBUS

Global company



133,700 employees
from **135** nationalities

Located across **35** countries
on more than **180** sites

International Sales
31% Europe
69% Non-Europe



What we stand for

Six core values help us define not just “what we do” but “how we do it”.

The Airbus Values Journey

Nearly 55,000 employees participated in selecting Airbus' six core values: We are One (Teamwork), Customer focus, Creativity, Integrity, Reliability and Respect.

One Airbus

Our Values



AIRBUS

AIRBUS

VIDEO - Airbus Diversity Clip:

http://directlink.masterfilms.fr/index.php?nomchemin=03_Prod-Margot/0_Validation/Airbus_Diversity-Clip-2019-V1_05-03-19_Validation.mp4

Inclusion and Diversity

A background image showing two Airbus workers in a factory. One worker in the foreground is wearing safety glasses and a white shirt, looking upwards. Another worker in the background is also wearing a white shirt and a cap, looking towards the first worker. The scene is brightly lit, suggesting an industrial environment.

More than 130 nationalities, 4 generations and over 20 languages are spoken in our company – reflecting the **diversity** of the world we live in and customers we serve.

At Airbus we work for ensuring an **inclusive environment** for everyone.

An inclusive working environment is a place where all employees have a sense of belonging and are **respected and valued for their distinctive characteristics**.

“Me and my best self”. Because Embracing Diversity is what it takes to remain **competitive Business**, and from diverse teams working in an inclusive environment comes the **brightest innovation**.

Inclusion and Diversity

External outreach

Internationalization

Diversity
recruitment

LGBT+

Disability

Partnership with companies

Gender

STEM

Intergenerational

Flexible work

Improve I&D marketing

Harassment

Connect the dots between I&D, R&S, E&C,
BfB and Values

Facts and Figures

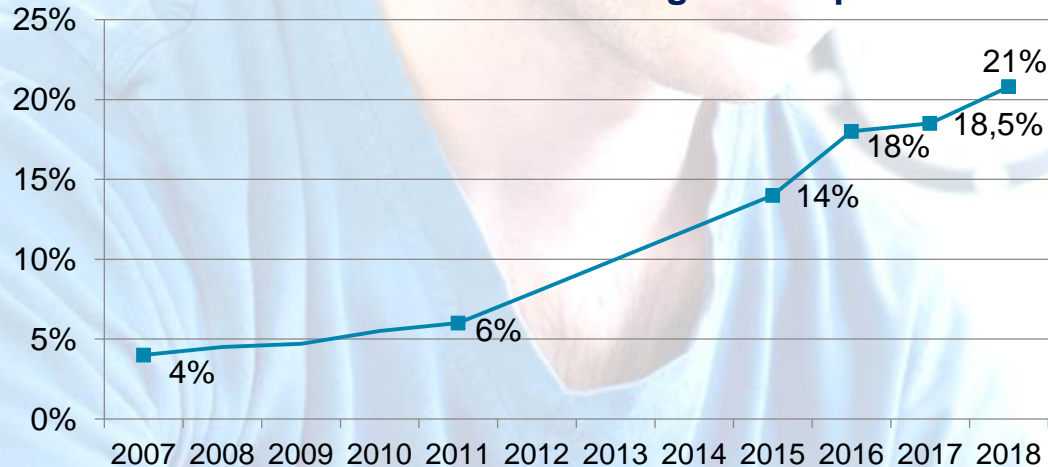
♂♀ Gender Diversity

21%
of the workforce
are **women**

25%
of the **new hirings in 2018**
were women

21%
of women in **Senior Management positions**

Evolution % women in management Spain



👥 Intergenerational

5
generations at work

The **Senior Protocol** objective is to anticipate on the upcoming changes in the demographic structure, develop “age management” policies and bring different alternatives for senior employees (>55 years old)

	Women	Men
>55	282	2348
51-55	182	905
41-50	883	2704
30-40	1.307	4438
<30	262	727

♿ Disability

Plan Supera: to get information and/or get a disability certificate

Plan Familia: for helping employees’ relatives with disability

I&D networks

4
active networks in Spain:

Balance for Business - 515 members Women Network Spain.

Pride@Airbus – 30 members

My Gifted Network – 104 members

Africa Community – 45 members

Lessons learnt

- ✓ **Sponsorship:** Management board to be the first on board.
Key to have strong allies supporting this at all organization levels.



- ✓ **Tell and show:** communicate a clear message to all employees.
Special care about the WHY + Marketing about WHAT you are doing.



- ✓ **Communicate with the emotion:**
“Speak from the heart and the world will listen”

- ✓ Changes **take time.**



Thank you