

Following a first introduction meeting on this topic on 27th april, the negotiation on **Equality, Diversity, Inclusion** of the **RELOAD** project did carry on 9th may.

The Airbus Board focuses on 3 topics :

1. Gender Equality / Diversity



- **Maintain the current RH policy trend :**
 - ✓ Raise awareness, train, mobilise all the players, monitor the indicators allowing to measure and fill in the gaps between Women and Men.
 - ✓ Fight against all kind of discriminations, sexual harassment and sexist behaviours within the company.
- **Complete and modernise the action plan in order to incorporate the latest evolutions :**
 - ✓ Carry on with the feminisation of jobs, reinforce attractiveness, development and promotion of female leadership.

2. Diversity / Equal opportunity



- **Develop actions on social diversity :**
 - ✓ Support job opening.
- **Define a common base in favour of insertion and job-keeping for people with disabilities :**
 - ✓ Share resources.
- **Develop actions in favour of neurodiversity and cognitive diversity within the Group :**
 - ✓ Enhance our talents and complete our skills.

3. Inclusion



- **Refresh the Company's policy through measures against all kind of discrimination, harassment and promotion of speak up.**

CFE-CGC's point of view



Gender
Equality
Diversity

For the **CFE-CGC**, the 2019 Agreement on **Equality** made visible such topic and contributed to close the gap between Women and Men (salary, promotion...), without nevertheless meet the targets.

The **CFE-CGC** reckons that the situation over the 5 last years have been weakened by the sanitary crisis, in various proportions according to each company of the Group.



Diversity
Equal
opportunities

Concerning **Diversity**, Airbus must adopt a recruitment policy which can serve as a reference in the branch in order to get the skills as diverse as possible, without any bias.

The **CFE-CGC** would like to generalise a support policy for everyone with a disability, at the time of recruitment and all along his/her professional life, on the model of what is done within Airbus Commercial with the "Mission Handicap".



Inclusion

As for **Inclusion**, a proper policy needs to be quantified in terms of actions, and monitored in order to ensure its efficiency. The speak- up must be recognised as a positive thing and not generate any fear.

The Airbus Board would like to negotiate a notable reference agreement in terms of equality, diversity and inclusion.

During this negotiation, the **CFE-CGC** is and will be creative and proactive to strengthen the action plan and associated resources on all these topics.

The main priorities at this stage must be to ensure that the targets are met and that measures are harmoniously deployed within all entities of the Group.

We are One



Next meetings

- 17th may
- 30th may
- 12th june