

The last negotiation meeting on the theme *Equality, Diversity, Inclusion* of the **RELOAD** project was held on 30th May.

## The proposals made by the CFE-CGC on these themes have been accepted by the Airbus Board

### 1. Gender equality / Mixity



- ✓ Fill in the remaining gap between men and women (salary, promotion, training, part-time).
- ✓ Reinforced the monitoring and implement measures to support gender equality in order to reach the 25% target of women among company executives by 2025.
- ✓ Maintain high level of awareness and trainings for people in charge of recruitment, HRBP and managers to inform on company's targets.
- ✓ Promote jobs in aeronautics externally (schools, universities, associations etc...).
- ✓ Support initiatives in order to facilitate access for men and women to jobs where they are less represented.
- ✓ Raise awareness among managers on rights linked to paternity leave.

### 2. Diversity / Equal opportunities



- ✓ Recognize and develop the idea of cognitive diversity throughout the Group.
- ✓ Generalize good practises to welcome young people and promote jobs in aeronautics such as high school work experience ("1+1"), work/study training programme.
- ✓ Define a common basis in order to recruit more people with disabilities and maintain them in their working environment, as much as possible.
- ✓ Foster the induction of newcomers with a disability.
- ✓ Extend the network of the "Mission Handicap" with focal points to all entities of the Group.

### 3. Inclusion



- ✓ Support all employees to perform speak-up.
- ✓ Fight against all forms of discrimination, harassment and sexist behaviours.
- ✓ Organize Team Talks on harassment prevention towards managers.
- ✓ Facilitate workshops on diversity topics ("*workshop in a box*"), including discussions on professional equality between men and women.

## CFE-CGC's point of view

For the **CFE-CGC**, this agreement includes some **significant improvements**, which take into account **most of our proposals**, such as:

- on recruitment, creation of a new indicator to monitor the transformation rate between length-limited contract into CDI,
- the generalisation of good practices and resources sharing to all companies,
- the recognition of all forms of diversity.



Equality



Diversity



Inclusion

The CFE-CGC managed to get some progress in the new agreement to improve further the current system and boost these 3 topics for the period 2024-2027, such as the implementation of a mid-term review with the monitoring of new indicators.

The CFE-CGC welcomes positively the reinforcement of measures in favor of equality, so as to reach the target on recruitment and promote the mixity in all socio-professional categories :

- 33% of women recruited globally
- 35% of women recruited in the “cadre” category
- 15% of women recruited in the “non-cadre” category

## We are One



Next meeting  
26th June : Draft review