

DIVERSITY and INCLUSION Agreement Airbus Group in the UK

1. INTRODUCTION

Airbus Group is a global leader in aerospace, defence and related services with approximately 140,000 employees worldwide. The success of the Group is enhanced by the diversity of its workforce and the Group cultivates an inclusive workplace where all employees are respected and valued for their abilities. The Group is committed to developing the full potential of these employees and providing equal opportunities to all.

2. PURPOSE AND SCOPE

The scope of this agreement is to provide a statement of intent for Diversity and Inclusion (D&I) strategy and activity across Airbus Group in the UK.

The key aim of this agreement is to formalise the company's commitment to creating an inclusive working environment. It is recognised that the maturity of D&I in each division of Airbus Group in the UK is varied. The Airbus Group D&I team will work with UK stakeholders to share best practices across the divisions and ensure that the Group can advance in its journey to become a truly diverse and inclusive employer.

The document describes: diversity definitions and the legal framework; the D&I strategic model which is linked to the mission and objectives of the D&I team; concrete examples of work under taken to fulfil these objectives.

As this is a social agreement document, it is not intended to include details of all D&I activity across the Group in the UK. Instead it provides an insight into some of the key priority areas for the group, and also references other complementary documents specifically: the D&I framework, the D&I roadmap and the D&I action log.

3. DEFINITIONS

Airbus Group D&I Definitions

Diversity – means more than just the visible factors that describe a person in terms of gender, age or race; it goes way beyond. Diversity encompasses both the visible and invisible, such as; background, personality, experience, skills, ethnicity, sexual orientation and many more unique characteristics that make us who we are.

Inclusion – is a working environment where all employees are respected and valued for their distinctive characteristics and have the opportunity to participate in a high performing culture and contribute to the business objectives and strategy.

4. UK LEGAL FRAMEWORK

The UK Equality Act 2010 provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. The Act covers discrimination because of nine 'protected characteristics': age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. Any direct or indirect discrimination against protected characteristics is prohibited.

In recognition of this legislation and in keeping with the Airbus Group integrity principles, Airbus Group in the UK has policies and procedures in place to provide guidance for both employees and managers. Further reference may also be made to the Airbus Group Diversity and Inclusion Framework (Ref: HCCI-Framework).

5. DIVERSITY AND INCLUSION VISION

In order to gain the value for Airbus Group, the vision of Diversity and Inclusion (D&I) in the Group is:

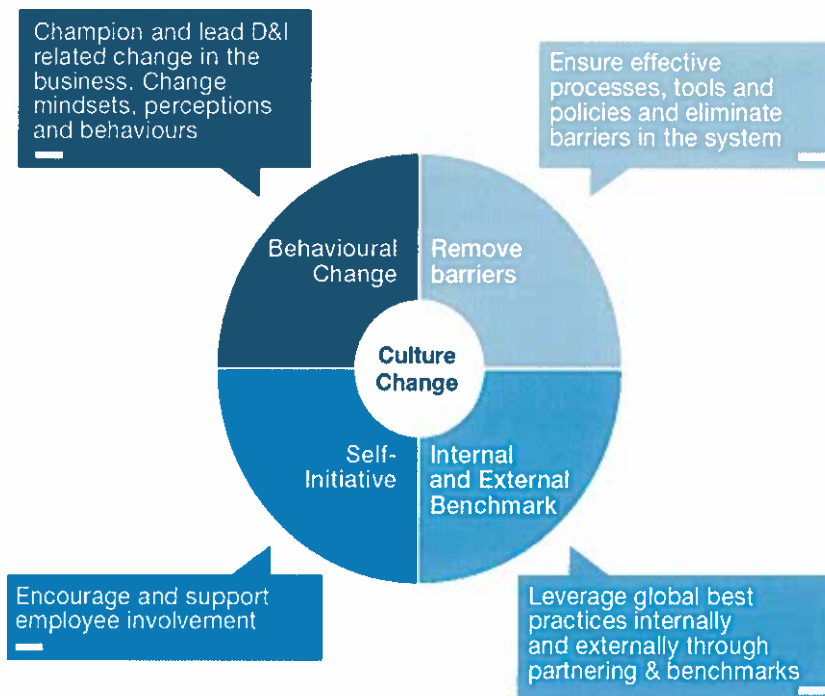
To develop and leverage a diverse and inclusive workforce at all levels of the organisation that leads to greater engagement, performance and innovation.

5.1 DIVERSITY AND INCLUSION MISSION AND OBJECTIVES

The mission and objectives of the D&I team and wider network are to ensure, for all Airbus Group Divisions, that we create the best possible working environment for a diverse and inclusive culture to flourish.

In order to gain tangible business benefits from D&I and successfully progress towards our vision, four key areas have been identified that form a change cycle of continuous improvement that we aim to facilitate for our stakeholders.

It starts by encouraging **self-initiative** from both employees and managers, and championing **behavioural change** across the organisation. We will carry out **internal and external benchmark** and stimulate interaction with internal and external partners. These steps will help us to address where we need to **remove barriers** (see Appendix 1).



Airbus Group D&I strategic model

5.2 ACTIONS TO DRIVE STRATEGY

Below is a non-exhaustive list giving examples of some of the actions/interventions taken to drive progress in each strategic area.

BEHAVIOURAL CHANGE	REMOVE BARRIERS	INTERNAL & EXTERNAL BENCHMARK	SELF-INITIATIVE
<ul style="list-style-type: none"> • INCLUDE Training • Disability E-learning • Bespoke Equip & Guide • OCTAVE Intergenerational programme • A UK D&I Steering Group • Dignity at Work training available for managers and employees 	<ul style="list-style-type: none"> • Review of reasonable adjustments in workplace • Review HR processes to ensure inclusion • Equal Pay review • Ensure engagement and recognition events are fully accessible 	<ul style="list-style-type: none"> • Sponsorship of external events to promote diversity and equality • Signatory on WISE 10 Steps • BDF Disability Standard • Understand best practice on LGBT inclusion 	<ul style="list-style-type: none"> • BalanceforBusiness • The netWork • Outreach activities • D&I Survey • Mentoring - Alta • Disability work placements

6. Benchmarks And Partnering

We will leverage global D&I best practice both internally and externally through partnering and benchmarks. Externally, we will manage a portfolio of core external partners to ensure legal compliance where required, to understand and share best practices, and to help secure the best talent in the global labour markets.

6.1 WISE

WISE is a classroom to boardroom campaign to increase the number of women in science, technology, engineering and mathematics (STEM).

The WISE 10 Steps is an ambitious industry led campaign to improve women's retention and progression, and ensure that women in STEM have the same opportunities to progress their career as their male counterparts.

The 10 steps campaign is unique in its focus on sectors where women are still very much in a minority. It has been signed by the leaders of science, technology, engineering and manufacturing businesses with a significant workforce in the UK.

As one of the primary signatories of this campaign, Airbus Group is committed to each of the 10 steps, all of which have been identified for their potential to drive company performance. We will drive actions to measure current performance, share best practices and deliver improvements across all areas.



6.2 DIVERSITY LEADERSHIP GROUP

The Diversity Leadership Group (DLG) was formed as part of the Royal Academy of Engineering's diversity programme. The Academy has also joined forces with WISE in the development of the 10 point plan of actions to sustain the pipeline of women in the STEM sector. Our membership of the DLG allows Airbus Group to continue to benchmark with other engineering organisations, share best practices, and be in a position to join other industry-led initiatives where appropriate.

6.3 BUSINESS DISABILITY FORUM

The Business Disability Forum (BDF) provides a unique range of advice, support and expert tools to help organisations become disability-smart. The BDF's Disability Standard helps organisations to measure and improve their progress towards becoming disability-smart. The Standard's ten simple criteria cover every area of business and provide a focus for pragmatic change.

Airbus in the UK is a member of the BDF and has used the Disability Standard to identify priority objectives in relation to managing and supporting disability in the workplace, right across the business. Improving the way that we recruit and retain employees with visible and non-visible disabilities is a crucial part of Airbus Group's Diversity and Inclusion strategy to create an inclusive working culture and we will work to share the learning from Airbus division across the rest of the group in the UK.

7. MEASURING AND MONITORING

Airbus Group will measure and monitor progress against D&I objectives using different methods and metrics, applied at different places in the process, for example: employee engagement survey; workforce demographics; reviews of policies and process; BDF disability standard; WISE 10 steps. This will be done in conjunction with key stakeholders such as HR Centres of Competence; UK D&I Steering Board; HR Directors; Trade Union and employee representatives.

8. SIGNATURES



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APPENDIX

Appendix 1 - Diversity and Inclusion Mission and Objectives

BEHAVIOURAL CHANGE	REMOVE BARRIERS	INTERNAL & EXTERNAL BENCHMARK	SELF-INITIATIVE
<ul style="list-style-type: none"> • Ensure D&I is integrated into the Culture Change programme & organisation • Enable senior management to understand the value of D&I & act as positive role models • Embed D&I into all leadership training curricula, ensuring all leaders receive the training & toolsets to become an inclusive leader • Ensure D&I is integrated into all HR functions & activities • Ensure D&I is embedded into all internal/external corporate communications 	<ul style="list-style-type: none"> • Develop an agile working culture to enable diverse demographics to succeed & add value within Airbus Group • Review HR processes for bias with the respective process owners. Fix any process issues & ensure new processes are then communicated to & understood by Key stakeholders • Guard against discrimination. Ensure all actions support positive action & do not encourage or lead to positive discrimination • Ensure D&I is integrated across the supply chain via procurement 	<ul style="list-style-type: none"> • Drive an ongoing, effective management system to ensure tracking & continuous improvement. Ensure checks are in place to ensure our improvement activities are effective • Manage a portfolio of core external partners to ensure legal compliance for D&I where required • Invest in benchmarking & external thought leadership to constantly look at how we can improve while reviewing all external D&I spend to ensure relevance & return on investment of relationship 	<ul style="list-style-type: none"> • Support employee networks aligned to a central group-wide business framework • Sponsor internal & external D&I projects in target areas • Support external outreach activities & provide employees with more visability on self initiatives • Enable all employees to start recognising & valuing difference. Encourage & reward active role modelling, regardless of background

