

8. Diversity

EACH PERSON COUNTS

TALENT WITHOUT LABELS

Exclusive access
Acceso exclusivo



Baby
cart
**Carrito
de bebé**



PRM
PMR



Talent without labels

CHALLENGES

DIVERSITY MANAGEMENT

Diversity management is increasingly important for investors, customers and employees.

DIVERSITY, EQUALITY AND TALENT

The diversity applied to talent in companies must not respond to quotas or prejudices, and instead to competencies, skills, experiences, knowledge, values and different attitudes contributed by people who complement each other to create a competitive team that responds to the needs of the market and society.

AIMS 2018

- ✔ Promotion of diversity and equal opportunities.
- ✔ Ensure that Aena maintains an environment of respect and continuous dialogue, with special attention to achieving objectives in terms of gender and the inclusion of people with different abilities.
- ✔ Development of active equality policies.

MEASURES AND MANAGEMENT

- ✔ Diversity is included in the company's Code of Conduct.
- ✔ The Selection Policy for Board Candidates avoids any discrimination bias.
- ✔ The Equality Plan included in the Collective Agreement.
- ✔ Diversity is present throughout the value chain through the inclusion of diversity clauses in bids.
- ✔ "Whistleblower Channel", for receiving internal complaints and other communications regarding irregular behaviour.
- ✔ Talent and professional skills development, promoting diversity and equality.
- ✔ Strident efforts to increase the percentage of females on the Board of Directors in the medium term.

PROGRESS IN SDG



- ✔ Women account for 35.7% of the workforce in 2018 (consolidated).
- ✔ Improved technology for information and help for passengers with reduced mobility.
- ✔ Attention for people with special needs - Autism.
- ✔ Social sustainability: active relationship with stakeholders: CERMI.

Results 2018



20%

women on the Board of Directors (not including Luton).

43%

of women in management positions, middle managers and graduates (consolidated).

35.7%

women on staff (consolidated).

MAIN MILESTONES 2018

Collaboration agreements with universities, study centres, etc. to promote the integration of young people into the employment market.



The Board of Directors of the London-Luton Airport approves the company's declaration with its commitments to preventing slavery.



PERSPECTIVES AND FUTURE OUTLOOK

- ✔ Reaching a representation level of at least 30% female presence in the Board of Directors by 2020.



Your opinion matters

Abc

Abbreviations and acronyms

EACH PERSON COUNTS

As a plural company, Aena is committed to defending the identity, dignity and equality of all people, in its teams, in its supply chain and in the services it offers.

The company's talent management model reflects Aena's commitment to diversity and, therefore, guarantees that no discrimination occurs through the principles set forth in:

- The **Selection Policy** for Board Candidates
- The **Code of conduct** applicable to all people who work in the organisation,
- The **Equality Plan** defined in the Collective Agreement,

Diversity is also present throughout the value chain through the inclusion of diversity clauses in tenders.

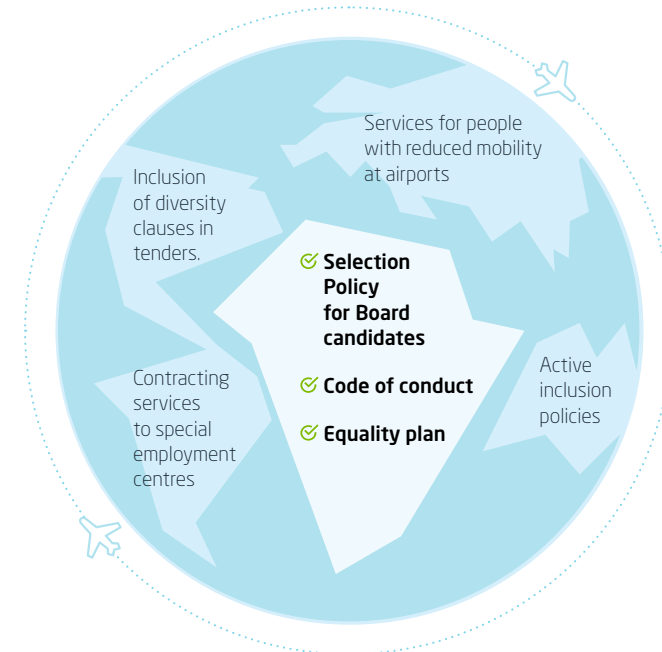
Active policies aimed at groups at risk of exclusion, contracting services to special employment centres and offering a comprehensive service to people with reduced mobility in airports also complement Aena's activity in this regard and demonstrate the company's firm commitment.

Commitment to diversity at London-Luton Airport

At London Luton Airport, the **employee manual** and the obligations arising from the **British Equality Act** reflect the company's commitment to diversity.

Obligations of the British Equality Act (2010)

- The provision of accessible services of high quality.
- The commitment to clients, local communities, staff, stakeholders and contractors to identify and implement improvements.
- The tackling of barriers that restrict access to services.
- The understanding of issues related to age, disability, gender reassignment, pregnancy and motherhood, marriage, race, religion or belief, sex and sexual orientation.
- The promotion of equal opportunities in all employment practices and the provision of services.



Your opinion matters

Abc

Abbreviations and acronyms

TALENT WITHOUT LABELS

Diversity offers the opportunity to access the best talent in a highly competitive market. In addition to ensuring the company's Board of Directors is diverse in knowledge, experience and gender, Aena promotes initiatives for integrating young people in the organisation.

Aena participates in the 2014-2016 Youth Emancipation Plan and in the Youth 2020 Strategy with two initiatives promoted by the Spanish Government aimed at work experience for university graduates. The objective is to offer a work experience that complements the academic training and facilitates the formation of an internal pool of professionals in the organization.

During 2018, a total of 88 permanent contracts were formalised in different Airports and in the Central Services units, after their two-year work experience programme in Airports and Central Services.

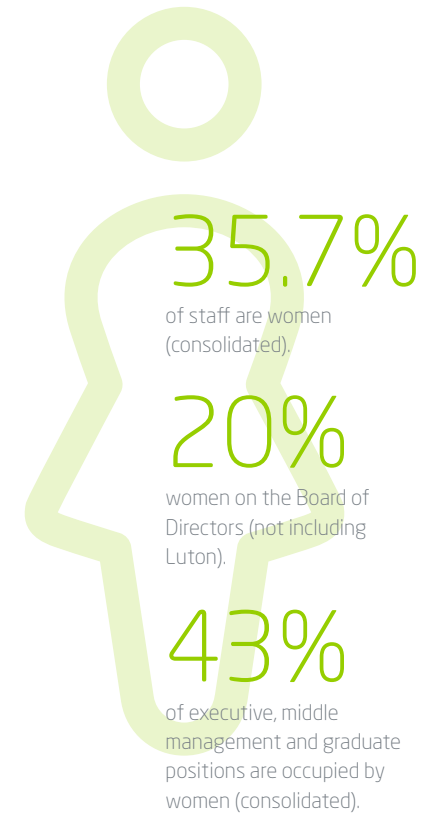
In Spain, the company also has agreements with universities (public and private), business schools and other educational centres, to encourage the integration of young people into the labour market, through external academic practices (curricular and extra-curricular), with undergraduate and/or master students in the company. More than 70 university students of the last courses have had the possibility of acquiring a practical knowledge of the business reality at Aena.

Agreements with universities, business schools and other educational centres

88 University graduates who were hired on permanent contracts in 2018, after two years of work experience at airports and central services.

+70 University students of the last courses have had the possibility of acquiring a practical knowledge of the business reality at Aena.

72 undergraduate or master students in Spain in 2018



114

employees with disabilities (1.5% of the workforce in Spain).



Your opinion matters

Abc

Abbreviations and acronyms