

ENTI PROMOTORI



IN COLLABORAZIONE CON



ORDINI PROFESSIONALI



UFFICIO DELLA CONSIGLIERA DI PARITÀ della Regione Emilia-Romagna



#BalanceTheEquation

An aspirational journey

Carlamaria Tiburtini



Our story ... started over 110 years ago!




FIAT AVIAZIONE FIAT G91 FIGHTER JET SELECTED AS NATO OPTION	FIAT AVIO EJ200 THE POWER OF THE EUROFIGHTER TYPHOON	AVIO GEEnx A GIANT LEAP FORWARD IN PROPULSION TECHNOLOGY	GE ACQUIRES THE COMPANY	AVIO AERO AVIO AERO ENTERS THE ENGINE PROJECT OF THE FUTURE! THE GE9X	AVIO AERO GE AVIATION TURBOPROP BECOMES PART OF AVIO AERO. FIRST FLIGHT TEST FOR CATALYST: FIRST ENGINE TOTALLY DEVELOPED BY AVIO AERO
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1908 1956 1969 2001 2003 2004 2013 2014 2018 2021 2023

BEGINNING OF OUR INDUSTRIAL ACTIVITIES





Avio Aero

a GE Aerospace company

Over 80%
of all commercial
aircraft fly with Avio
Aero components

5,700+
employees

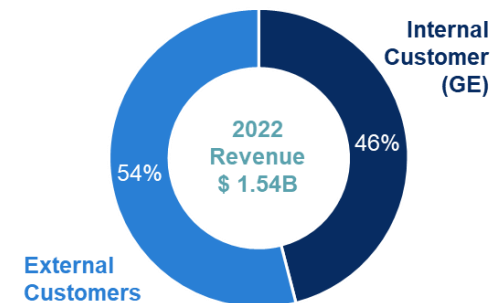
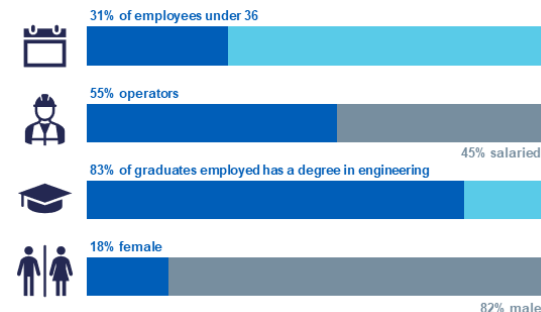
Who we are

Avio Aero designs, manufactures and maintains components and systems for civil and military aviation.

Avio Aero is the European engine solutions partner participating in the most important international programs. Thanks to our long-standing know-how and R&D network, we are developing innovative technologies for the next generation propulsions systems to support military and commercial sustainable aviation.

Our excellences

Avio Aero specializes in distinctive technologies, including additive manufacture, for the production & services of aeroengine mechanical transmissions, turbines, combustors and propulsion systems for both fixed wing and rotorcraft applications.





WOMEN
ON BOARD

“

At GE, we believe in the value of your unique identity, background, and experiences. We know that by embracing diverse teams and perspectives we are better equipped to innovate, to solve big problems, and to deliver for our customers.

”



Framework for Inclusion + Diversity



Create a culture of belonging for all employees

Attract and hire a diverse workforce

Ensure equitable opportunity for learning & development and compensation & rewards

Goals

- Consistent attrition / retention rates across demographic groups
- Employees from all backgrounds and geographies feel a sense of engagement and belonging

- Leader in diversity & representation
- Ensure that underrepresented communities are aware of, excited about, and inspired by our career opportunity

- Representation in leadership reflects overall representation across the business and external benchmarks
- Employees from underrepresented and majority groups are growing at consistent rates

Metrics

- Corporate KPI**
- Inclusion as measured from business culture surveys

- Corporate KPIs**
- Health of diverse pipeline for senior roles (SEB & VP)
 - Representation in leadership programs against good faith goals

- Corporate KPI**
- Representation for Sr. Leaders against good faith goals
 - Pay Equity, reviewed and assessed in partnership with legal

← Business KPIs: Add per need →

Our I&D Council Ecosystem



CEO

I&D Leader

ERG Executive Sponsors & Leaders
Steering Committee & Focal-Points

External Partners

Associations:

- AIDP
- Fermeccanica
- ValoreD
- Stem4ValoreD
- StembyWomen

Non-Governmental Organisations

(e.g. Parks – Liberi e Uguali)

Employee Resource Groups

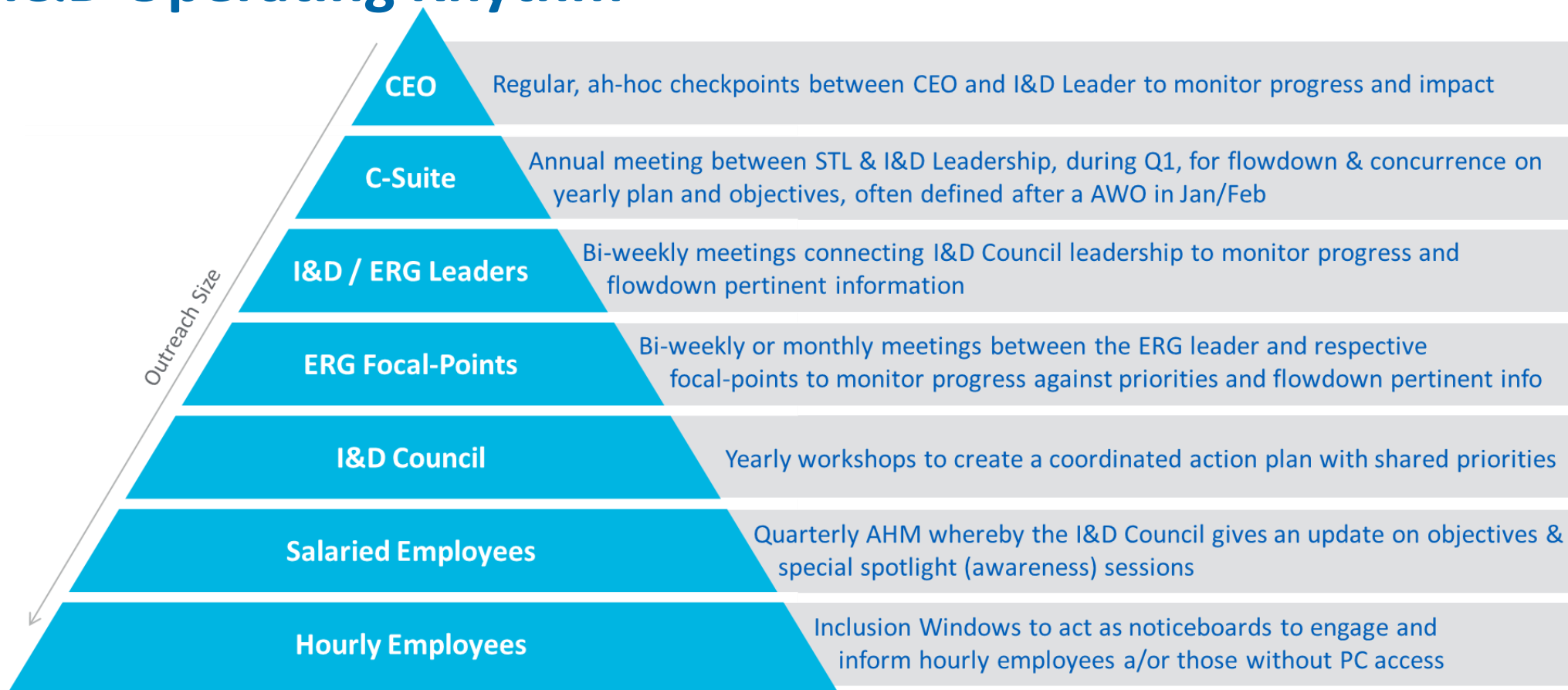
Directly impacting business priorities

- Women's Network
- Pride Alliance
- Disability Advocacy Network
- Green Team Network

Indirectly impacting business priorities

- Volunteers
- HealthAhead

Our I&D Operating Rhythm





Employee Resource Group Maturation Model

We are here



- Awareness
- Networking
- Support

Affinity Network

- Community Outreach
 - Recruiting
 - Mentorship
-
- Awareness
 - Networking
 - Support

**Employee Resource
Groups (ERG)**

- Product innovation
 - Customer focus
 - Sales support
 - Dedicated mentorship
for high potential
talent
-
- Community Outreach
 - Recruiting
 - Mentorship
-
- Awareness
 - Networking
 - Support

**Business Resource
Groups (BRG)**



Avio Aero I&D Priorities 2023



INCLUSION & DIVERSITY
Avio Aero Council

Council Priorities

1. Female Talent & STEM

2. DAN Focus

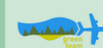
3. Coordinated Council

ERG Priorities



WOMEN NETWORK
Avio Aero HUB
I&D Council

1. Awareness & Development
2. Attrition
3. Attractiveness



GREEN TEAM
Avio Aero HUB
I&D Council

1. Climate Challenge Initiatives
2. Synergise sustainability efforts
3. Increase engagement in CZ & PL



PRIDE ALLIANCE
Avio Aero
I&D Council

1. Pride Sponsorship
2. Evolve Ecosystem Partnership
3. Free-2-b-u culture
4. Poland Launch



HEALTH AHEAD
Avio Aero HubB
I&D Council

1. Promote Psychological Support
2. Four Elements Project
3. Collaboration with DAN



DISABILITY ADVOCACY NETWORK
Avio Aero HUB
I&D Council

1. Della Scuola All'Autonomia project
2. Attractiveness
3. Digital Inclusion



VOLUNTEERS
Avio Aero HUB
I&D Council

1. Collections for population & assoc.
2. Volunteering w/ external assoc.
3. Intensify involvement

Avio Aero DEI Council Workshop



1

Female Talent Focus & STEM

How can we attract, develop & retain female talent to reduce the female PB+ attrition rate AND how to achieve the next steps as part of the Gender Equality European & International Standard certification?

2

DAN Focus

How can we expand the “dalla scuola all’autonomia” project to all Avio Aero sites AND improve digital accessibility?

3

Coordinated Council

How can we avoid ERG event clashes by creating a coordinated calendar of events for 2023 AND how can we create a streamlined, standardised process for internal communications to maximise outreach & effectiveness?

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ERG – WOMEN NETWORK



Recruiting

Equal from the start



Retention

Make it personal



Thought Leadership

Be a voice that affects change

#BalanceTheEquation



Objectives Plan 2023 | WN



PRIORITIES

1. Awareness & Development
2. Attrition
3. Attractiveness

IMPORTANT WORLDWIDE CALENDAR DATES

- 11 Feb** International Day of Women and Girls in Science
- 08 March** International Women Day
- 25 Nov** International day against women's violence

EVENTS

What	Where	When	Link to which priority # above
Cross Mentoring – STEM BY WMN	External	Feb-Mar'23	Attrition Awareness & Dev.
EQ Seminars	Virtual	March 14-17	Awareness
AvioAero Stem Day - to University students	All Italian Sites	Throughout 2023	Attractiveness
WMN – Touch point (role model, hot jobs promotion, local event promotions)	Virtual	Monthly	Attrition / Awareness & Dev.
Other Opportunities STEM : • SWE –International community • Hacker Sponsorship • STEM Education at Junior High School	Virtual	• Open • May'23 • Through out 2023	Attrition / Attractiveness

2023 Wrap Up | Women's Network



Drive change in the ecosystem

- ❖ Gender equality certification
 - Actions plan launched starting from GEEIS score achieved in 2022
- ❖ GE WMN – Europe HUB started
 - March 8th – first joint event

Remove Barriers

- ❖ Monthly touch point in place
 - Hot jobs presentation
 - Role models internal/external
 - Promotion local Events
- ❖ STEM BY WMN – Initiative
 - SWE –International community
 - Hacker Sponsorship
 - STEM Education at Junior High School
 - AvioAero STEM DAY – June 06 (Rivalta)

Support in Leadership

- ❖ Mentorship Program
 - Cross Mentorship program –external
 - WN Internal Mentorship –started in 2022
- Emotional Quotient Seminar – March’23 – 30 participants

Join the event offered by the Aerospace Women's Network Europe to celebrate together the

International Women's Day Wednesday - March 8, 2023

- ✓ Virtual meeting room @ 11.30am Brussels time
- ✓ Onsite events from 11am Brussels time:
 - "Lean Warrom" – Praga Czech Republic
 - "BT2-2.06 Additive" – Lichtenfels, Germany



How Can You Use the EQ Assessment in the Workplace?

- Create a better hiring process
- Leverage for personal and professional development
- Establish executive coaching and leadership development
- Improve communication
- Reduce conflict and friction on teams





Inclusion Impact Index*

- A tool to measure the **organization impact** on 4 areas: Governance; Attractiveness; Development; Retainment
- **Based on ESG** international standards
- **Benchmarking** opportunity



Quest'area riflette la capacità dell'impresa di fare crescere le donne al proprio interno, fino ai ruoli apicali.



Quest'area riflette la capacità dell'impresa di attrarre talenti femminili e di trasmettere quindi i propri valori e programmi rispetto ai temi della D&I.



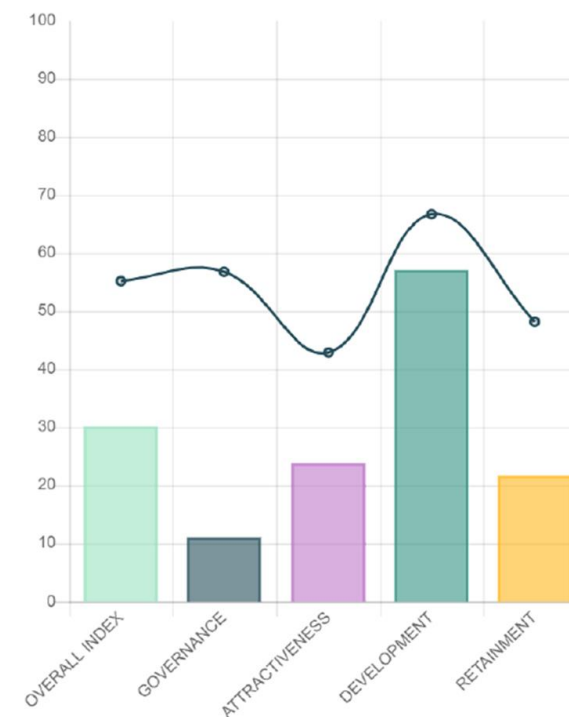
Quest'area riflette la capacità dell'impresa di valorizzare i talenti femminili già presenti al proprio interno, definendo percorsi di crescita personalizzati per supportare il merito e il talento.



Quest'area riflette la capacità dell'impresa di valorizzare i talenti femminili in maniera integrata e continuativa durante tutta la vita professionale di una donna.

Numero di imprese incluse nel confronto : 6

Valore medio selezione





Why a gender certification @Avio Aero?

1. Clearly identify and understand organization's gender patterns
2. Assess the impact of organizational performance and its management on gender equality
3. Get an independent evaluation of our current status
4. Design an effective roadmap to accelerate progress
5. Be prepared to meet the criteria of the gender equality national certification system



GEEIS Standard

GEEIS -Gender Equality European & International Standard is an international standard enabling the development of a common culture in gender equality and diversity in the workplace

GEEIS's goal is to enhance the commitment of organizations, evaluating adherence to each requirement of the Standard in reference to five different levels:

- 1) Making a formal commitment
- 2) The implementation of concrete actions on the issues of gender equality and diversity
- 3) Evaluation of the effectiveness of the actions implemented
- 4) Commitment to continuous improvement through the development of good practices
- 5) Measuring the impact of good practices on their beneficiaries

ACHIEVEMENT LEVEL 2 – MARCH 2022





GEEIS – Criteria & Scores

All **ITALIAN AVIO AERO SITES** included in the assessment.

It considers a set of topics related to gender equality and diversity and their integration into the professional context. It is based on **9 criteria** for gender equality and 6 criteria for diversity.

Each criterion involves **5 levels of performance** that correspond to the progress achieved in specific areas:

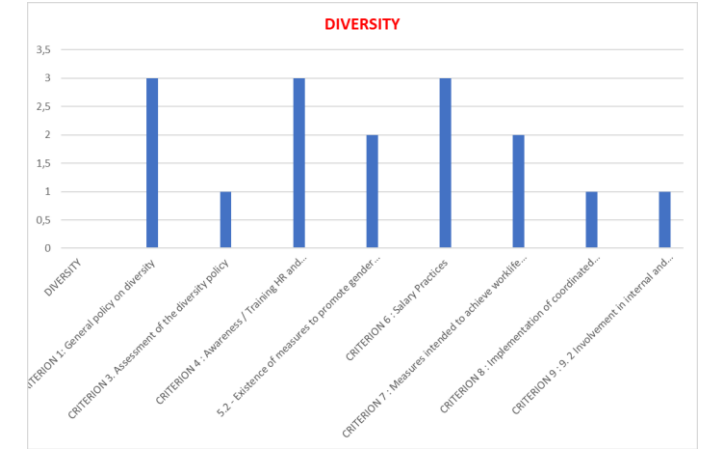
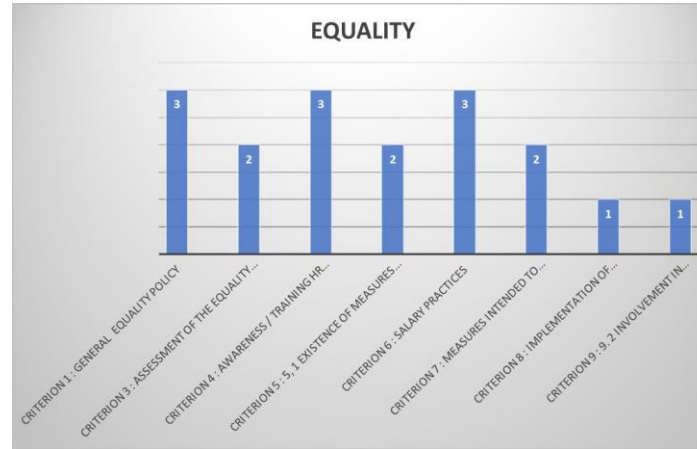
- Level 1: certifies the existence of a formal commitment
- **Level 2: certifies the implementation of concrete actions**
- Level 3: certifies that the implemented initiatives are subject to evaluation
- Level 4: certifies the measurement of the impact of the initiatives
- Level 5: certifies the implementation of the actions in a sustainable way

If the first Audit is passed (at least all Level 1 initiatives are completed), then the progress achieved by the organization will be validated and the GEEIS certificate will be issued according to the level obtained. **This certification is valid for 4 years.**

The Compliance with the GEEIS standard is then verified within 24 months by means of a follow-up audit.



AUDIT FEB'22 - OUTCOME



CONCLUSION

Score for AVIO SRL: Remark : Criteria #2 applicable only to "SUSSIDIARIA "

EQUALITY RESULT: 17 points, which corresponds to the level 2 (MINIMUM 4 AT LEVEL 2)

DIVERSITY RESULT: 16 points, which corresponds to the level 2 (MINIMUM 4 AT LEVEL 2)

Strengths :

- Strong commitment of the management, CDA included
- Important budget to I&D

Key opportunities for improvement

- Widespread GEEIS STANDARD to all BU in the world
- Define KPI so as to measure improvements in the period
- Adjust goals according to KPI

Level 2: there is a strong commitment of the company to issues of gender equality and diversity. The company has a robust action plan and related implementation evidence.

The opportunities to reach Level 3 relate to the creation of **KPIs** for an objective assessment of the effectiveness of the plans to ensure continuous improvement and sustainability the communication of the standard to the entire population



And now...

... the dream is to come true...

OBJECTIVE → Certification by year end!!!

- Audit – November 15th





GRAZIE
PER L'ATTENZIONE