



## ENAIRe's Governing Board reviews and endorses the policy and actions for equality, diversity, equity and inclusion

- The Governing Board supports an inclusive culture and, through the actions carried out by the company, guarantees the absence of discrimination in all areas of the company
- ENAIRe had previously signed the Diversity Charter, the list of principles on inclusion and diversity promoted by the European Commission and the Ministry of Equality

**Madrid, 4 April 2023**

ENAIRe's Governing Board approved the policy and actions presented by the company's management to promote equality, diversity, equity and inclusion in all areas of the company.

With this action, Spain's air navigation service provider formalises its commitment to respect the individual, value differences, and to an inclusive culture aimed at ensuring there is no discrimination within the company, as well as to the creation of tolerant and respectful environments.

### **Actions undertaken by ENAIRe**

- Commitments to equal opportunity.
  - Gender equality-ENAIRe Equality Plan: agreed by representatives for employees under both bargaining agreements, containing a group of 73 measures.
  - Disabled persons-Labour integration: ENAIRe issues grants to companies that provide job placement to persons with disabilities, and it continues to make progress in filling its direct hiring quota for persons with disabilities on its staff.

This information can be used, in whole or in part, without citing the source

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- Commitments to diversity, equity and inclusion.

-Inclusive leadership: this includes ENAIRE's Code of Ethics and the Whistleblower Channel, the EFQM 500+ Certification, the Te Escucho (I Hear You) Programme (regular survey of the work environment and safety culture).

-Social dialogue and collective bargaining.

-Inclusive corporate communication.

-Zero tolerance for any kind of harassment.

-Recognition and support for all types of diversity.

-Employee networks to support and acknowledge people who belong to various groups (such as awareness of LGTBI issues in the company)

-Special Needs Support Group: created to support disabled workers and their relatives.

-Senior Talent and Club SENIOR.

-Employee Support Programme.

-Social Action Programme.

### Agreements and partnerships entered into previously by ENAIRE

As a state-owned company, ENAIRE has always been sensitive and committed to respect for individuals, valuing differences, as well as to an inclusive culture, which is why before the Policy was presented to the Governing Council, it had already signed several agreements and partnered with various organisations and entities.

For example, ENAIRE had already adopted the United Nations Global Compact, which encourages companies to engage in sustainable management based on human rights, and it had endorsed the Diversity Charter (list of principles on inclusion and diversity promoted by the European Commission and the Ministry of Equality) and the UN Global Compact initiative to implement principles to empower women in companies.

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It has also signed an agreement with the Spanish Committee of Representatives of Persons with Disabilities (CERMI), the ONCE Foundation and the Spanish Business Federation of Associations of Special Employment Centres (FEACEM), it endorsed the initiative of the Ministry of Education and Vocational Training "STEAM Alliance for Female Talent: Girls on the Front Line of Science", and it signed an agreement with Inspiring Girls to promote STEAM careers in girls and young people and bridge the gender gap.

### Policies in support of this action plan

ENAIRe's 2025 Flight Plan had previously specified various actions to focus on these values, such as in point 4 of its "Strategic Plan for Customers and Stakeholders. Committed Sky Initiative" (which presents the roll-out of the 2030 Agenda at every level of the organisation, cementing ENAIRe as a benchmark in sustainability); point 8, "One Team Strategic Personnel Plan" (promotes diversity management, talent, work-life balance, project orientation, team building and the professional and personal development of ENAIRe's employees); point 9, "Strategic Plan for the Campus" (reinforces the learning and development of ENAIRe's professionals, providing a benchmark in quality and excellence in training, and a new space for innovation and the exchange of knowledge); and in point 11, "Strategic Transformation Plan: ENAIRe 5.0" (promotes ENAIRe's transformation and modernisation process, paying equal attention to technology and the human factor, in a culture where people feel motivated and committed by promoting collaboration, communication and teamwork).

ENAIRe had also drawn heavily on various national regulations and laws, such as the Spanish Constitution, the Labour Code, Organic Law 3/2007 of 22 March on the Effective Equality of Women and Men, Royal Decree 902/2020 of 13 October on equal pay between women and men, Royal Legislative Decree 1/2013 of 29 November approving the Revised Text of the General Law on the rights of persons with disabilities and their social inclusion, and Law 4/2023 of 28 February for the real and effective equality of trans people and guaranteeing the rights of LGTBI people.

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PRESS RELEASE



### About ENAIRE

ENAIRE is the air navigation service provider in Spain.

As a company of the Ministry of Transport, Mobility and the Urban Agenda, it provides en route control services for all flights and overflights from five control centres in Madrid, Barcelona, Seville, Gran Canaria and Palma, as well as approach services to every airport in the country.

In addition, 45 control towers receive ENAIRE's communication, navigation and surveillance services, and 21 airports, including the country's busiest, rely on its aerodrome control services.

ENAIRE is Europe's fourth largest air traffic manager and participates in the A6 Alliance, a coalition of air navigation providers responsible for over 80% of European air traffic, and which is seeking to modernise the air traffic management system. It is also a member of other international alliances promoting the Single European sky, such as SESAR Joint Undertaking, SESAR Deployment Manager, ITEC, CANSO and ICAO.

ENAIRE, as the agency appointed by the Ministry of Transport, Mobility and Urban Agenda to implement the U-space system in Spain, will be the provider of the Common Information Services (CIS), which are essential for administering U-space services to drones and Urban Air Mobility, in interaction with local air traffic control services, so that all types of aircraft can fly safely in the same airspace.

ENAIRE has received the highest score in Europe on the aviation safety key performance indicator. It has also been awarded the EFQM 500 Seal for its safe, efficient, innovative and sustainable management of air navigation