#WEC2023

Women & Equity
Conference 2023

KEYNOTE

A new era of Diversity and Inclusion at ABB

Heidi Robertson
Group Head of Diversity & Inclusion
ABB

8 June 2023 • BRUSSELS, BE

By careersinternational

JUNE 2023

A New Era of Diversity and Inclusion @ABB

2030 Strategy & Ambitions

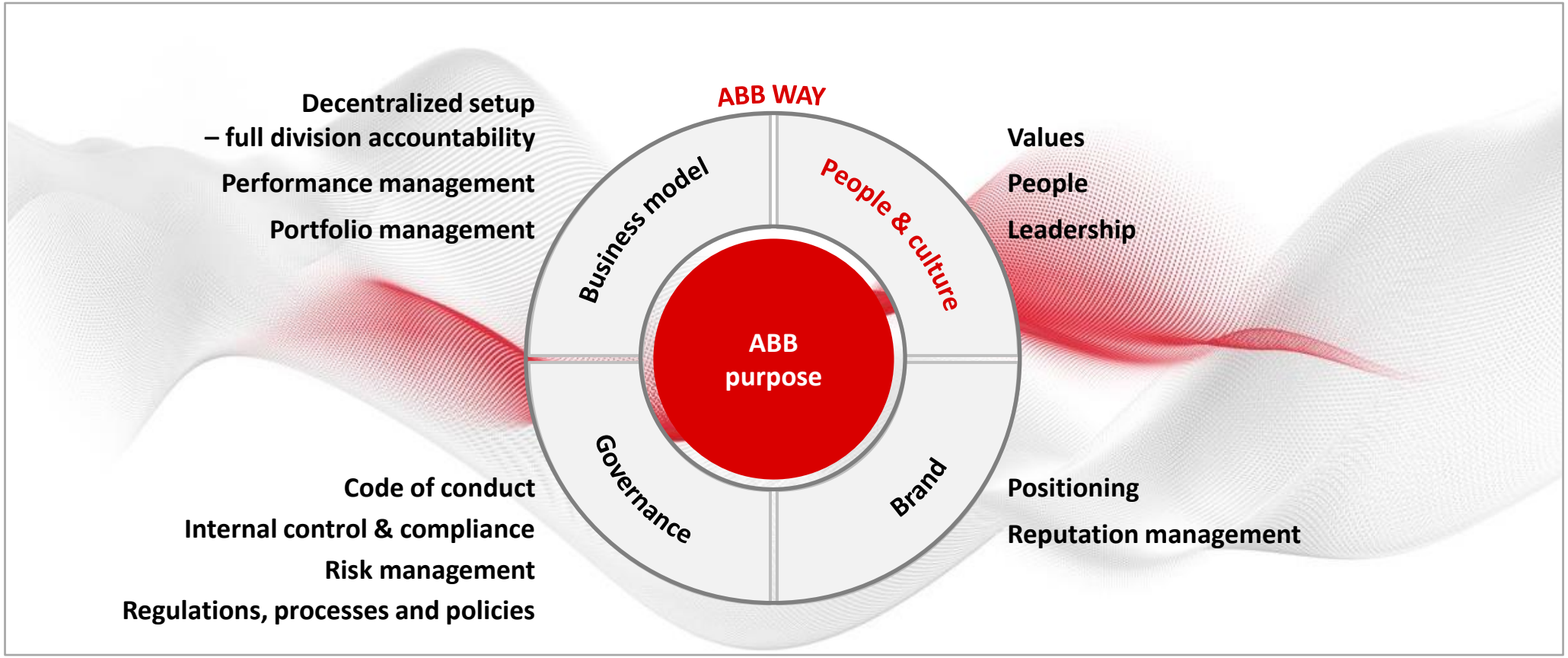
Heidi Robertson, Group Head of Diversity and Inclusion

Well positioned across global markets

ABB is a technology leader in **electrification** and **automation**, enabling a more sustainable and resource-efficient future.

The company's solutions connect engineering know-how and software to optimize how things are **manufactured**, **moved**, **powered** and **operated**.

ABB Way: People & Culture at the core



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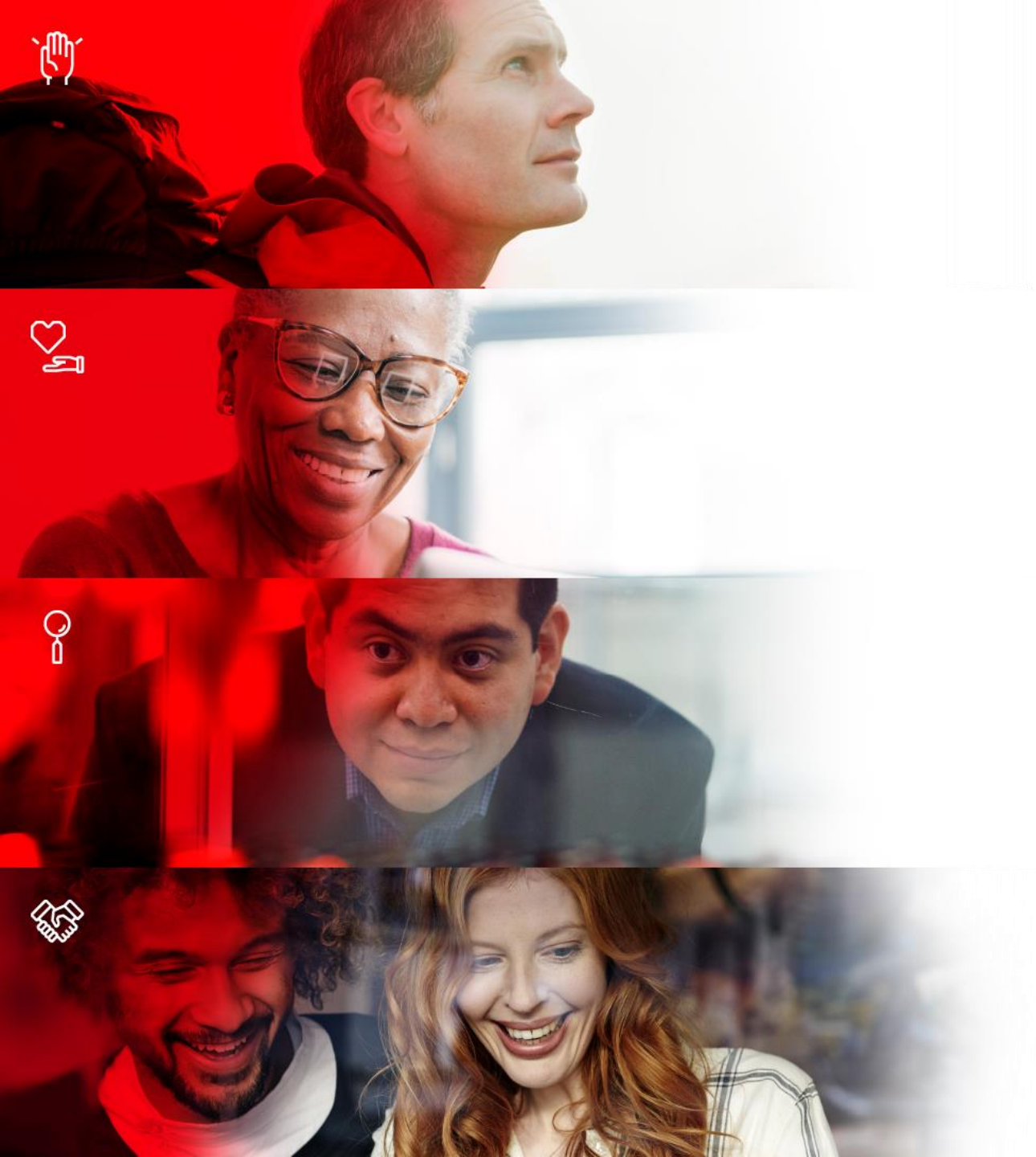


ABB Values

Courage

Care

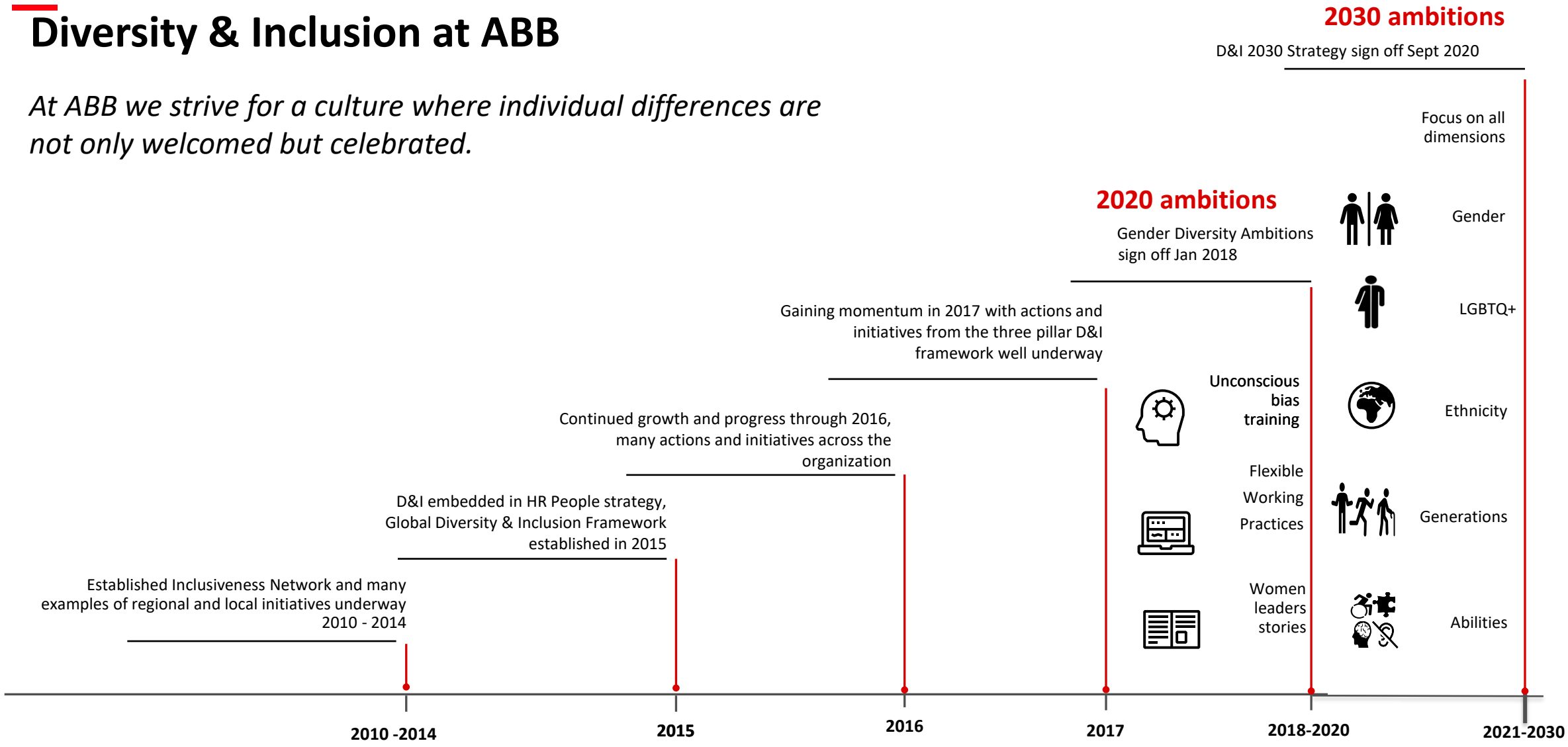
Curiosity

Collaboration

Diversity & Inclusion Strategy 2030

Diversity & Inclusion at ABB

At ABB we strive for a culture where individual differences are not only welcomed but celebrated.



https://go.insideplus.abb.com/corporate-functions/human-resources/working-at-abb/diversity-inclusion
https://global.abb/group/en/careers/working-at-abb/diversity-and-inclusion

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Taking an important step to strengthen inclusive culture

Gleichstellung

ABB will Frauenanteil auf der Führungsetage bis 2030 verdoppeln

Der Industriekonzern ABB steckt sich hinsichtlich der Förderung von Frauen in Führungspositionen konkrete Ziele. So soll deren Anteil auf der oberen Managementebene bis 2030 verdoppelt werden.

Kommentare

Business

ABB to double proportion of female managers worldwide by 2030

Updated : September 30, 2020 06:24 PM IST

CNBC TV18

CNBCTV18.COM

Lire le journal

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Ingénierie: ABB veut doubler la part des femmes aux postes à responsabilités

Par Le Figaro avec AFP
Publié hier à 16:49

Le groupe d'ingénierie helvético-suédois ABB s'est fixé pour objectif de doubler la proportion de femmes à des postes à responsabilités au cours des dix prochaines années, a-t-il annoncé mercredi, dans un secteur où les entreprises peinent à recruter.

→ À LIRE AUSSI : **ABB dépasse les attentes au deuxième trimestre malgré la baisse des commandes liée au confinement**

Le groupe, qui fabrique aussi bien des robots industriels que des systèmes de traction ferroviaire ou des bornes de recharge pour véhicules électriques, s'est fixé pour objectif de faire passer la part des femmes à 25% dans les postes à responsabilités d'ici 2030, contre 12,5% aujourd'hui, a-t-il indiqué dans un communiqué.

«Bâtir et favoriser une culture de diversité et d'inclusion est une des

BENCHMARKS Nifty 11,247.55 ↑ 25.15 | NSE GAINER-LARGE CAP MphasiS 1,383.45 ↑ 65.85 | FEATURED FUNDS Axis Long Term Equity Di... | 5Y RETURN ↑ 9.81 % INVEST NOW | MARKET WATCH

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Business News › Industry › Ind'l Goods/Svs › Engineering › ABB aims to double proportion of female managers worldwide by 2030

ABB aims to double proportion of female managers worldwide by 2030

PTI • Last Updated: Sep 30, 2020, 05:04 PM IST

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Synopsis
With its 'Global Diversity & Inclusion Strategy 2030', ABB aims at reaching a 25 per cent share of women in senior management positions from currently 12.5 per cent, a company statement said.

New Delhi: Swiss engineering and technology firm ABB on Wednesday launched a new diversity and inclusion strategy to double the proportion of female managers worldwide over the next ten years. With its 'Global Diversity & Inclusion Strategy 2030', ABB aims at reaching a 25 per cent share of women in senior management positions from currently 12.5 per cent, a company statement said.

"The target forms part of ABB's broader ambition to foster inclusion and

PROVLÄS TILL 11:40

ABB ska fördubbla andelen kvinnliga chefer

ABB ska fördubbla andelen kvinnor på ledande befattningar

Verkstadsjätten ABB ska fördubbla andelen kvinnor på ledande befattningar, vilket är en del av den nya strategin "Global Diversity & Inclusion Strategy 2030". Det framgår av ett pressmeddelande.

ABB Artikel idag 09:15 | AFV Finwire

Björn Rosengren. Foto: Fredrik Sandberg/TT

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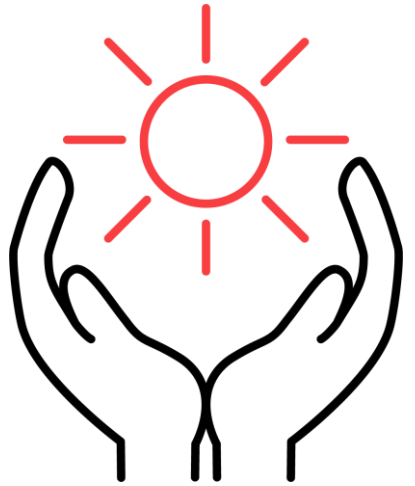
https://new.abb.com/news/detail/67537/taking-an-important-step-to-strengthen-inclusive-culture
https://new.abb.com/news/detail/68277/abb-to-double-its-share-of-women-in-management-positions

Global Diversity & Inclusion Vision 2030

At ABB, we are committed to solving some of the biggest global challenges of our time. This is only possible through our exceptional people who work every day, towards this endeavor. A culture of diversity, inclusion and equal opportunity is critical to our business success and makes us stronger. At ABB we strive for a culture where individual differences are not only welcomed but celebrated.



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D&I Strategy 2030– 3 pillars that drive success

Driving diversity of all dimensions across our company

Inclusive Leadership & Culture

Plans, actions and mechanisms to create both individual and collective ownership of D&I outcomes

Governance

Processes, policies, tools and best practices that enable an environment of diversity, inclusion and equal opportunities

Partnerships

Create awareness, garner support, engage within and outside of ABB & drive employer attractiveness

Gender | LGBTQ+ | Abilities | Generations | Ethnicity

Diversity of Thought

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Our pillars and our focus areas

Governance	**Goals & KPI's**	Continuous improvement through clearly defined goals, with regular tracking of status and progress
	Clear Responsibility	Ensuring that everyone contributes to an inclusive culture and that we hold ourselves accountable
	Equal Opportunity	Creating an environment founded on equity and fair treatment. Processes and practices that foster equal opportunities for everyone and inclusion of all
Inclusive Leadership & Culture	**Inclusive Culture**	Cultivating an inclusive culture where individuals are welcomed and respected for their diverse thoughts, orientations, perspectives and contributions
	Inclusive Leadership	Leadership at all levels collaborating as sponsors, mentors and role models in order to drive progress forward
Partnerships	**Internal, External & Social Engagement**	External and internal (cross-business) collaboration and engagement to further develop diversity, inclusion and equality in the workplace, marketplace and community

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Executive Sponsors

Diversity Dimensions

	Gender	**CEO Bjorn Rosengren**
	LGBTQ+	**President Electrification Morten Wierod**
	Generations	**Chief Human Resource Officer Carolina Granat**
	Abilities	**General Counsel Andrea Antonelli**

Due to the importance of the topic, EC sponsorship is assigned to ensure highest level support and attention

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ABB Encompass Groups- Employee driven networks moving the needle on the ground

ESP
ABB ENCOMPASS NETWORK
Encompass
Senior Professionals

EBP
ABB ENCOMPASS NETWORK
Encompass
Black Professionals

ED&I
ABB ENCOMPASS NETWORK
Encompass
Diversity & Inclusion

EAP
ABB ENCOMPASS NETWORK
Encompass
Asian Professionals

EP
ABB ENCOMPASS NETWORK
Encompass
Pride

EDP
ABB ENCOMPASS NETWORK
Encompass
disABLED Professionals

EW
ABB ENCOMPASS NETWORK
Encompass
Women

EHL
ABB ENCOMPASS NETWORK
Encompass
Hispanic-LatinX

EYP
ABB ENCOMPASS NETWORK
Encompass
Young Professionals

EMA
ABB ENCOMPASS NETWORK
Encompass
Military & Allies

Partnerships

Partnerships

#EmbraceDifference	Society of Women Engineers	Society of Hispanic Professional Engineers
FEMTEC	Stonewall	Catalyst
Open for Business	Parks	WeQual - Building a Better Business World

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

FIA GIRLS ON TRACK

ABB

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From Awareness to Action

Unconscious Bias workshops for all leaders

CATALYST EXECUTIVE SESSION

Interrupt Unconscious Bias: Become an Inclusive Leader

Name: _____

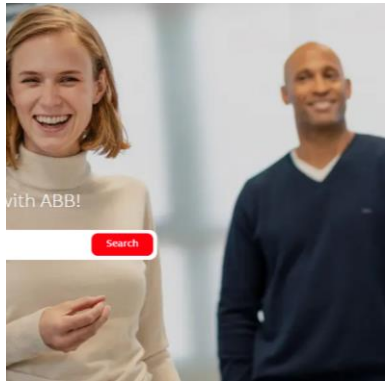
Date: _____

CATALYST
WORKPLACES THAT WORK FOR WOMEN

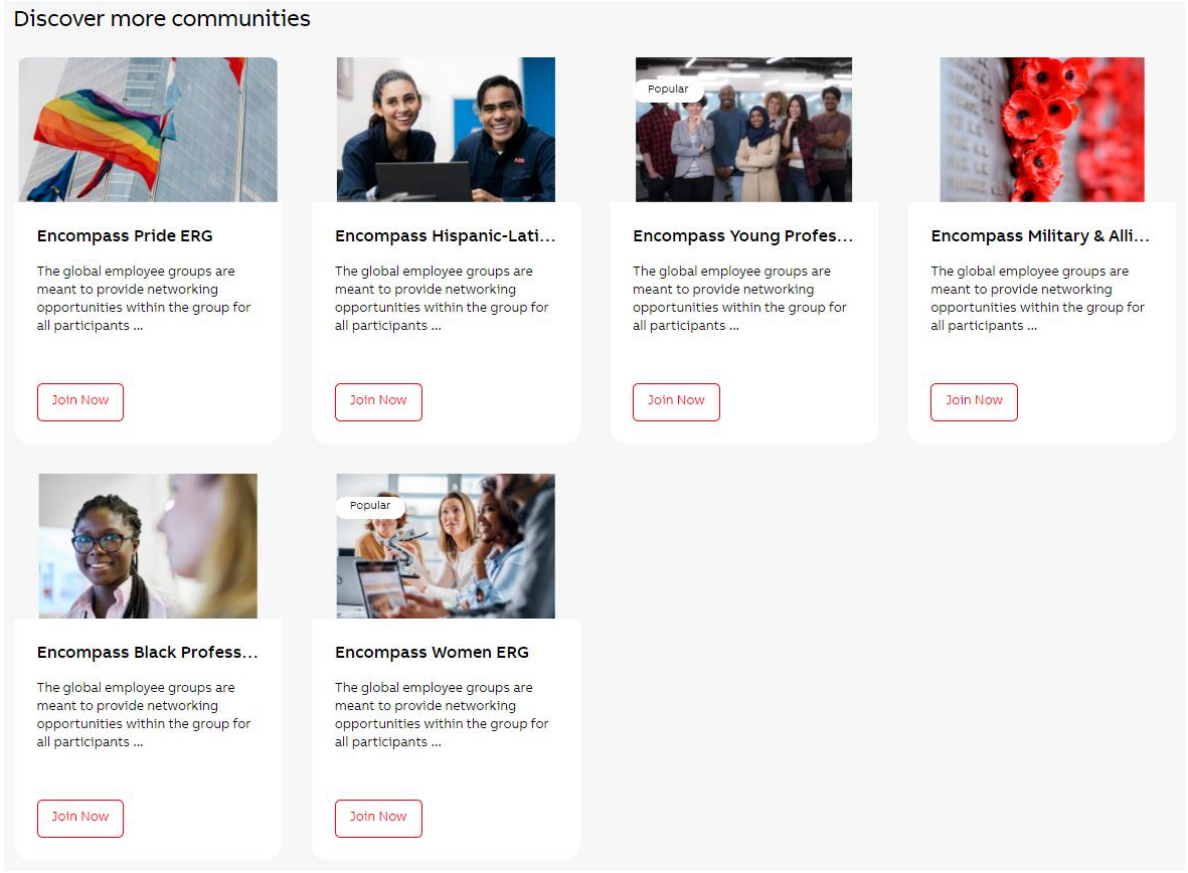
- Awareness
- Acceptance
- Attention
- Action

The Women who lead ABB – inspirational female leader stories

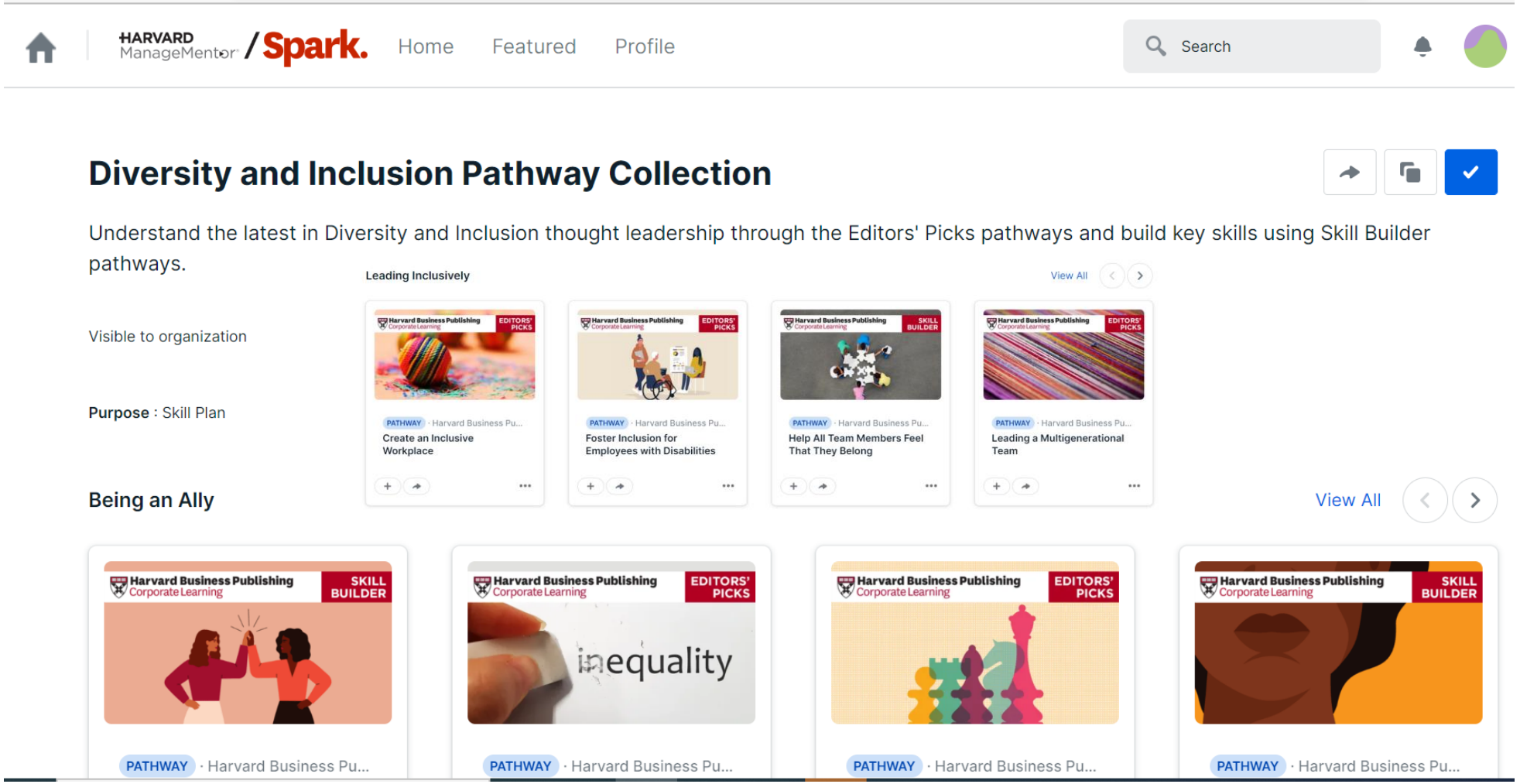
Career Portal and Employee Resource Groups



- New diverse branding: New picture pool and look & feel
- Global Employee Groups published
- AI enhanced job recommendations (non-biased)



Wide range of learning paths



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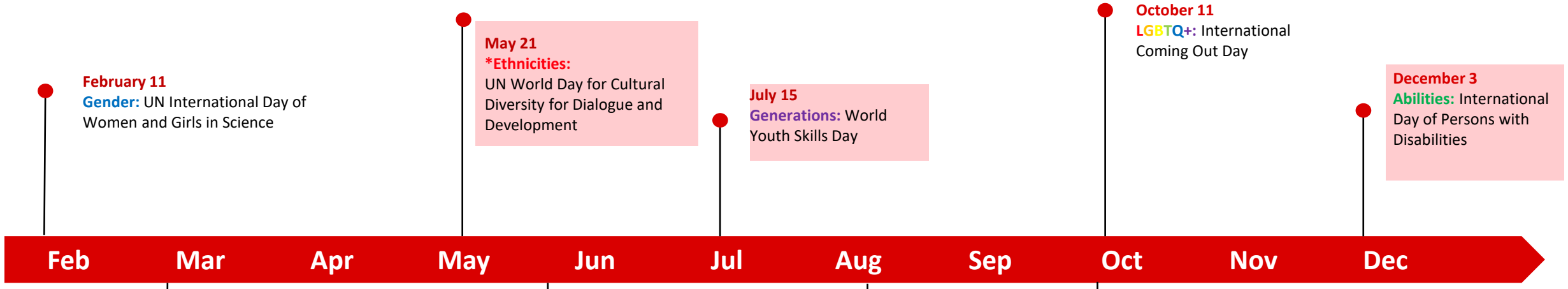
D&I Calendar 2022

Group-led initiatives:
March: Gender Equality Week
May: Ethnicities
June: Pride Month
August: Generations
December: Abilities
Nov xx – March xx+1: Sustainability report

- Gender
- LGBTQ+
- Abilities
- Generations
- Ethnicities
- Diversity of Thought



February 11
Gender: UN International Day of Women and Girls in Science

March 8
Gender: International Women's Day/ Gender Equality Week

May 21
***Ethnicities:**
UN World Day for Cultural Diversity for Dialogue and Development

June
LGBTQ+: Pride Month

June 23
Gender: International Women in Engineering Day

July 15
Generations: World Youth Skills Day

August 12
Generations: International Youth Day (Generations YP + SP)

October 10
Abilities: World Mental Health Day

October 11
LGBTQ+: International Coming Out Day

Nov xx – March xx+1
Sustainability report

December 3
Abilities: International Day of Persons with Disabilities

D&I Dashboard - Holding ourselves accountable

Measuring progress

Executive Summary

Trending Analysis on the Gender Diversity Ambitions

General Overview

Gender Diversity Dashboard – Global –

Diversity & Inclusion Strategy 2030 – It takes all of us to succeed. Everyday.

Global versus Local

Group Initiatives

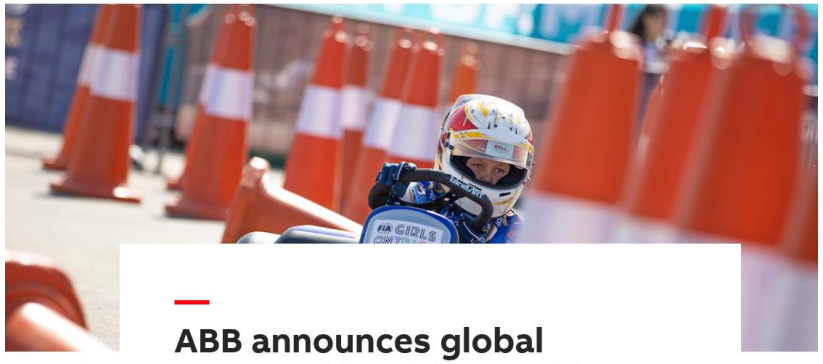


ABB announces global partnership with FIA Girls on Track

Group press release | Zurich, Switzerland | 2021-05-07

WEQUAL

WeQual - Building a Better Business World

#EmbraceDifference

Flexible Work Practices

Stonewall

ABB signs UN Women's Empowerment Principles, further strengthening our commitment to gender equality

As our CEO Björn Rosengren states:

"At ABB, we see diversity as a core strength. Gender diversity is a key goal of our people and sustainability strategies, and we aim to increase the number of women in senior management roles as well as female early talent hires.

We seek to create equitable, inclusive environments, in which everyone is safe, treated with respect and can succeed. We support sustainable development in our supply chain and the communities in which we operate.

We want our people to be proud of ABB and proud of what we stand for."

Catalyst

Global Parental Leave program

Special Olympics

DAS LGBTIQ VERSPRECHEN

Wir bewerten deine Arbeit nach vielen Kriterien:
Nach dem Wissen, das du mitbringst
und nach dem, was wir dir noch beibringen können.
Danach, was du schon geschafft hast
und, was du noch alles erreichen könntest.
Nach deiner Fähigkeit, Neues zu lernen und dann auch anzuwenden.
Danach, wie du deine Umgebung inspirierst
und deiner Bereitschaft, dich von ihr inspirieren zu lassen.
Nach den Herausforderungen, denen du dich stellst.
Danach, wie du Niederlagen verarbeitest und Siege feiern kannst.
Nach deiner Teamfähigkeit.
Nach deinem Talent und Potential.
Nach deiner Leistung.
Zugegeben, manchmal hängt es auch davon ab, ob wir selbst gerade einen guten Tag haben.

Doch niemals werden wir deine Arbeit danach bewerten, wer du bist oder wen du liebst.
Niemals.

D&I Highlights at ABB Sweden

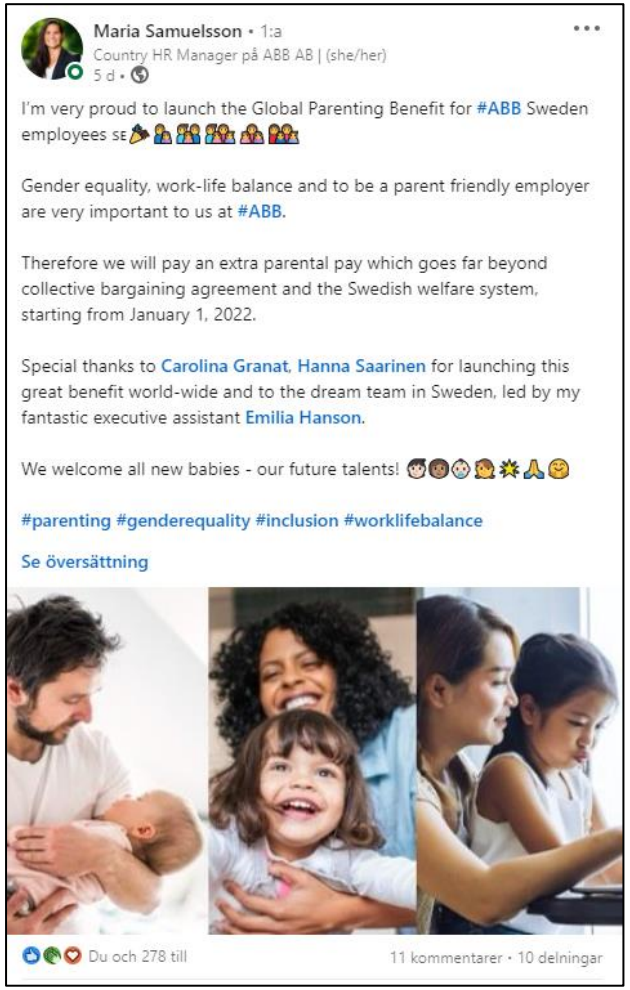
Inclusion means everyone!

IUB for managers and mandatory for new managers

Workshop with union + employee representatives – Diversity gives strength!

Flexible Working Policy

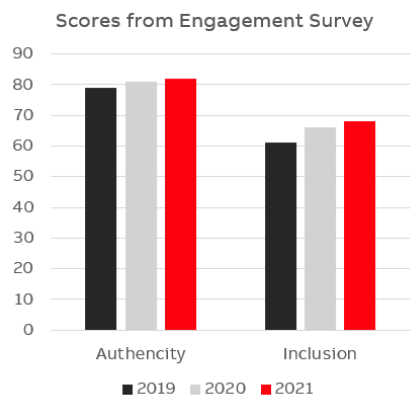
New Parental Leave Benefit highlighted in local news, articles, videos and LinkedIn



Pride month: Active session in virtual Pride Parade Västerås

Equality Price – Region Västmanland!

Inclusive culture



2030 TARGET

40% women representation among line managers
(Baseline 2020: 22% of approx. 400 line managers)

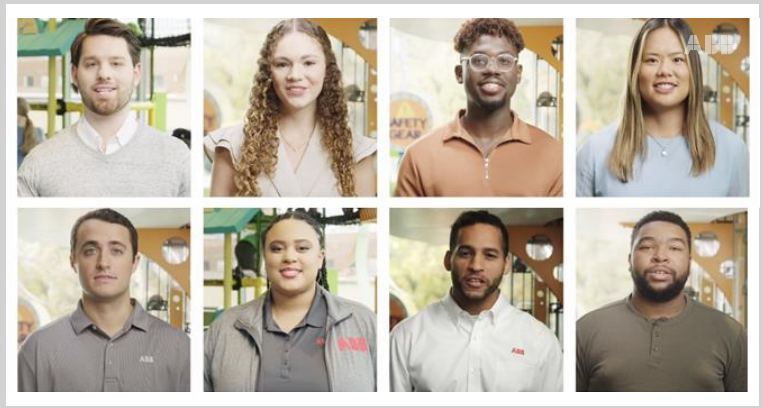
STATUS PER NOV 2021

24% female leaders; 76% male leaders

Progress D&I-targets

USA: Representing the communities we serve

US iconic locations video

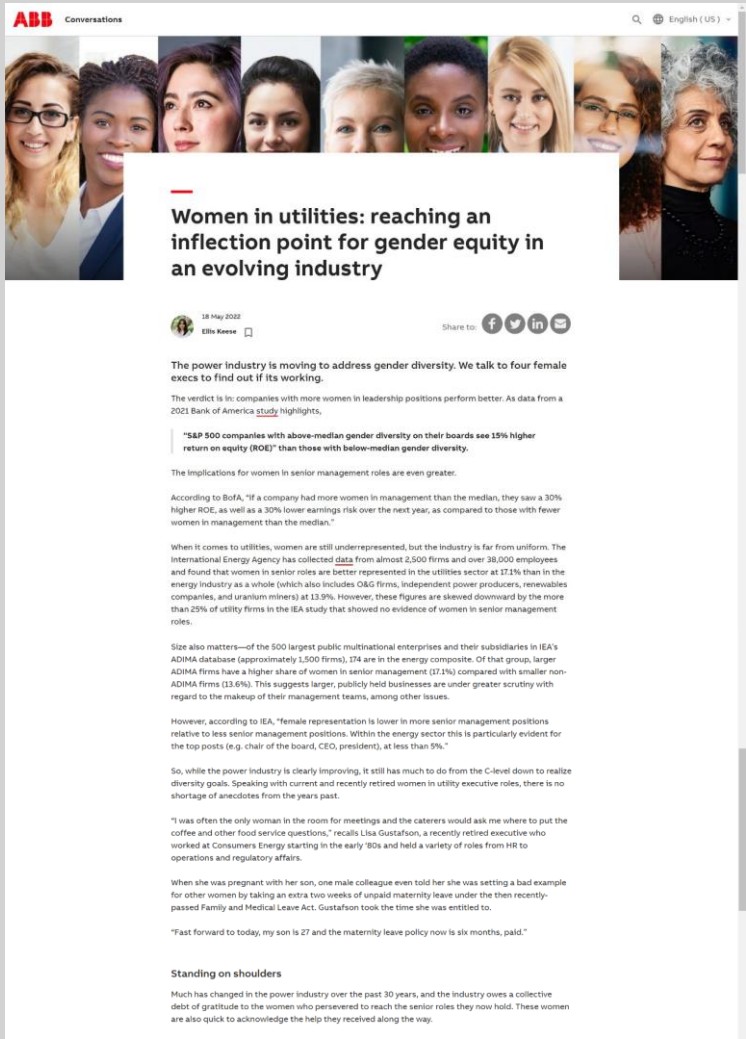


Community relations | volunteer video

Focus on the factory toolkit

SWE +
Girl Scouts

Women in Utilities blog



D&I Highlights at ABB China

Celebrate IWD in different locat China

Diverse groups for diverse employees

Talk Show on diverse careers

<Walk With Her> stories of female talent

IWD Online interaction on social media

#Embrace Difference

https://embracedifference.ert.eu/
https://ert.eu/

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