



Trailblazer Declaration for Equal Opportunities

Non-discrimination and equality are among the European Union's founding values, enshrined in the EU Treaties and the Charter of Fundamental Values; nonetheless, the Space and Defence Industry remains one of the least diverse and inclusive workplaces with 80% of its workforce made up by men.

An inclusive and diverse environment, which encourages the full potential of a wide range of stakeholders and individuals, is central to achieving the EU's ambition of a clean energy transition. We can only reach our full potential if we use all of our talent and diversity; for this reason, it is essential that the space and defence industry actively promote equality at all levels, so we can benefit from the talents of all.

AS SIGNATORIES OF THIS DECLARATION, WE COMMIT TO:

- Endorse the principles of diversity and equality as drivers for innovation and economic growth.
- Define a diversity and inclusion policy and apply the principles of equal opportunities in decision-making, management processes, and human resource management. This includes gender as well as other factors that disproportionately disadvantage individuals including ethnicity, disability, age, and sexual orientation among others.
- Fight stereotypes and biases at the workplace at all stages: during recruitment, professional development, appraisal, and remuneration.
- Increase women's and other underrepresented groups representation and diversity in decision-making positions.
- Adopt measures to ensure that each individual can reconcile work, private and family life and prevent unequal sharing of caring responsibilities.
- Adopt a zero-tolerance policy for any form of discrimination, harassment, bullying or intimidation.
- Explore ways in which the space and defence industry can become a more attractive field of employment for women and other underrepresented groups to increase competitiveness, such as for instance exploring potential outreach to increase the attractiveness of space and defence as a subject in education.
- Analyse, monitor and evaluate the progress in implementing the diversity commitments on a yearly basis.
- Communicate the implementation of the Declaration's actions and their results to all stakeholders, including with DIVERIS network.