

Dornier Group - Gender equality strategy and action plan

As an internationally active group of companies providing consulting and planning services in the infrastructure sector, we bear a social responsibility. Both our consulting services and our internal organization take into account the values of inclusion and diversity. We aim to create an inspiring working environment in all Group companies in which all employees can contribute and develop on an equal footing. We actively promote equal rights for employees regardless of gender or origin, as the inclusion of different perspectives is often a key quality feature of our consulting projects.

As part of the creation and implementation of our Gender Equality Action Plan, we have already achieved the following:

1. Organizational Structure:

Besides the setup of a central complaints office for the Group's companies, an internal Diversity Task Force has been established. This Task Force coordinates current developments and defines new fields of action in regular meetings.

2. Gender equity in leadership and decision making:

Based on an analysis of the gender pay and promotion gap from 2021, promotion and salary levels were made more transparent last year.

3. Gender equity in the hiring process and career opportunities:

Great importance is attached to gender equity in the recruitment process. Both in the selection of applicants and in the entire application process, the gender identification of a person plays no role. Accordingly, we pay attention to gender-neutral language in our communications, and the corporate website has also been successively adapted to this end since 2022.

4. Action against gender-based violence and sexual harassment:

In 2021, the corporate policy on communicating zero tolerance for sexual harassment or otherwise discriminatory behavior has been updated. Information material on the avoidance of internalized or structural sexism and gender bias (stereotypes and prejudices) is currently being prepared for all employees.

5. Proportion of women among managers:

In the Group's German companies, the proportion of women in management positions is already 24 percent. We are consciously continuing to work on promoting women on the career path and consistently further increasing the proportion of women in management positions - both at the German locations and at the affiliated companies abroad.

6. Work-life balance:

Modern working models (such as mobile working and flexible working hours) and a high-quality IT infrastructure at Dornier enable young parents in particular to reconcile their everyday working lives with family requirements.

In the near future, we will conduct an analysis on equal treatment to uncover further areas for action and establish indicators for monitoring. We want to communicate free of stereotypes and prejudices and are constantly developing our strategy for gender equality.

The management of Dornier Group GmbH supports these measures and receives regular updates on progress from the project team.

Dornier Group GmbH



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