

Managing gender diversity: building bridges to equality

The Ferrovial family of companies covering the whole process for infrastructure delivery: public-private partnerships (P3), design-build and hard-bid/design-bid-build contracts, operating as well with some of our projects linked to Big Science.

HAVE MORE DIVERSE TALENT

- Boost diverse talent attraction
- Hire more diverse profiles, with special focus on targeted diversity dimensions
- Increase the retention of diverse profiles

External Mentoring
program: Real
Academia de la
Ingeniería to promote
STEM vocations

Technovation Girls:
Technology and
Entrepreneurship for Girls
(technovationchallenge.org)

INCLUSIVE CULTURE

- Establish **regulations** on diversity to be applied in all company
- Raise **awareness** on the importance of diversity and its benefits for the company
- Improve **brand positioning** including company branding

Participation in external
forums to position our
talent: Top 100 women,
Under 35

Wice2024

Webinar Junior
Achievement- Orienta t

DEVELOP D&I

- Increase the percentage of diverse talent in leadership positions
- Foster the development opportunities for diverse talent
- Improve the visibility and networking of woman

Shall we have a coffee?
Conversations with our
Women leaders

Opportunities and
challenges for female
leadership - Inspirational
Talk-

