New Era of Diversity and Inclusion @ABB

2030 Strategy & Ambitions

Heidi Robertson
ABB is a leading global technology company that energizes the transformation of society and industry to achieve a more productive, sustainable future.

By connecting software to its electrification, motion, process automation and robotics & discrete automation portfolio, ABB pushes the boundaries of technology to drive performance to new levels.
ABB Values
Courage
Care
Curiosity
Collaboration
Diversity & Inclusion at ABB

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

- **2010-2014**
  - Established Inclusiveness Network and many examples of regional and local initiatives underway 2010 - 2014

- **2015**
  - D&I embedded in HR People strategy, Global Diversity & Inclusion Framework established in 2015

- **2016**
  - Continued growth and progress through 2016, many actions and initiatives across the organization

- **2017**
  - Gaining momentum in 2017 with actions and initiatives from the three pillar D&I framework well underway

- **2018-2020**
  - Gender Diversity Ambitions sign off Jan 2018
  - Unconscious bias training
  - Flexible Working Practices
  - Women leaders stories

- **2020 ambitions**
  - 2020 ambitions
  - Unconscious bias training
  - Flexible Working Practices
  - Women leaders stories

- **2030 ambitions**
  - Focus on all dimensions
  - Gender
  - LGBTQ+
  - Ethnicity
  - Generations
  - Abilities

- **2021-2030**
  - D&I 2030 Strategy sign off Sept 2020
  - Focus on all dimensions

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- **https://go.insideplus.abb.com/corporate-functions/human-resources/working-at-abb/diversity-inclusion**
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

Our D&I Strategy

Diversity of Thought

Gender  LGBTQ+  Abilities  Generations  Ethnicity

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Governance - Inclusive Leadership & Culture - Partnerships

CATALYST EXECUTIVE SESSION
Interrupt Unconscious Bias: Become an Inclusive Leader

Name: __________________
Date: ___________________

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Highlights
How we support our global ambitions

1. Job Ad reviews incl. D&I statement
2. Training on "Consciously recruiting for Diversity, Minorities & Inclusion"
3. Publication on Diversity & Minority Job Boards¹ e.g. Glassdoor, equest, etc.
4. Global extension of Excelle and the Sustainable Talent Program
5. Dedicated person to build pools / pipelines for active sourcing

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INVITATION: Global Summit of Women, Lisbon Oct 28th - 30th

TVM
To: Koken Duman
Cc: Carolina Granat; Heidi Robertson; Stuart Thompson; Giovanna Takanai

You forwarded this message on 24.09.2021 12:07.

2021 Lisbon Summit Brochure booklet.pdf
981 KB

Dear Koken,

It gives me great pleasure to invite you to participate at the upcoming Global Summit of Women taking place in Lisbon, Portugal October 28th to 30th 2021. ABB is a key sponsor of this summit and it is fully supported by the Executive Committee. Our CEO Björn Rosengren will kick off the summit with a virtual business lunch and Q&A. Our CHRO Carolina Granat and Group Head of Diversity and Inclusion Heidi Robertson will be present in Lisbon and run ABB specific session.

A delegation of 8 senior women leaders from ABB have been selected to attend the summit and you have been identified as one of the key members of our business to represent XX (BA). For more details see link, and the attached brochure.

Key highlights of the Summit

Women leaders in business and governments from across the world are expected to participate. The summit will include panel discussions on various business-led topics with global CEO’s and Ministers and we will also have our own Andie Zhang from RA as a keynote speaker with the session title Robotics: Pushing the boundaries of technology to transform Industry.

This is a leading forum for women impacting the global economy and it provides insights into women driving business growth as consumers and business leaders. The summit will provide an excellent opportunity to develop leadership capabilities and expand your professional network.

Please note that the Global Summit of Women requires the participants to be fully vaccinated and that changes may occur in these unprecedented times.

Björn Rosengren - President & CEO at ABB

Yesterday, I had the pleasure of attending the 2021 Global Summit of Women in Lisbon for a dialogue with women leaders who are driving the transformation of our economies. These women are already great leaders from different operations within ABB. As an example, Andie Zhang, who is responsible for our strategy on collaborative robotics was named one of 50 most renowned women in robotics in 2020.

At ABB, diversity and inclusion is at the center of our strategy and sustainability strategies. We are committed to doubling the number of women in senior management roles by 2030.

#AABBSpirit #Diversity #Inclusion #GlobalW2021 #
At ABB, we see diversity and inclusion as a core strength for successful and sustainable business. We take care of our people, respect and value differences, and seek to create an inclusive environment where everyone can succeed.”

BJÖRN ROSENGREN
CEO ABB