

Enagás' aspirations in the different areas of Diversity and Inclusion

For Enagás, the D&I project is not only a commitment made by senior management; everyone in the company is responsible for building and supporting an inclusive culture that allows us to progress in the different areas of diversity.

Gender



Continue to ensure **equal treatment and opportunities** for **women and men** and facilitate the environment and conditions in which everyone can aspire to and reach positions of responsibility.

Functional



Progress towards the full inclusion of people **with disabilities (physical, sensory, intellectual)** in the work place.

Generational



To ensure that **different generations** can exist together without conflicts, and that they integrate, find **common ground** and bring the best they have to offer while being true to themselves, both as individuals and as part of **high-performance teams**.

Make **multiculturalism** (different nationalities) an inherent feature in the companies, making sure that the different habits, languages and ways of thinking that this implies are not a barrier to achieving objectives and the integration of the teams, and take advantage of it to **improve the customer experience**.

Cultural



Create a **culture and professional environment** where diversity of beliefs, education, skills, thinking and preferences contribute to enhancing **innovation, sound decision making** and professionals' engagement.

Thought



Represent, integrate and normalise LGTB+ groups in the professional environment to improve their inclusion, regardless of their sexual orientation, gender expression and identity.

LGBTB+

