

## **Alstom commits to disability inclusion**

### **Global mobility leader joins The Valuable 500 global disability inclusion movement**

**21 January 2021** – Today, Alstom has joined The Valuable 500 – the largest network of global CEOs committed to diversity – ensuring disability inclusion features prominently in its leadership agenda. Alstom’s commitments are both external, concerning the accessibility of its mobility solutions to all passengers, and internal, concerning inclusiveness within the company’s workforce.

As part of its strategic plan Alstom in Motion, launched in 2019, Alstom’s operating values have been explicitly identified as ‘Agile’, ‘Inclusive’ and ‘Responsible’. The company’s position on disability inclusion can be found in the description of the value ‘Inclusive’: We design inclusive mobility solutions in a work environment and culture where all differences are embraced, respected and leveraged without any bias. Everyone has the opportunity to contribute and achieve success in Alstom.

“We are very proud to be listed among the global companies that consider inclusion a priority. Including people with disabilities in the workplace is not only the right thing to do, it also helps Alstom create better solutions for customers and passengers around the world. Developing more inclusive products and services, as well as ensuring that our workforce reflects the diversity of passengers, leads to better outcomes for everyone,” explained Anne-Sophie Chauveau-Galas, Senior Vice President Human Resources.

Alstom’s commitment to customers and their passengers is to improve the universal accessibility in the mobility sector, part of which ensures full accessibility for people with disabilities. This objective can be reached through:

- Boosting universal accessibility through integrated design of our solutions and services
- Ensuring the participation of people with particular needs in R&D projects

As our workforce must reflect the diversity of the world’s passengers, Alstom commits to increasing the number of employees with disabilities, with particular attention to:

- Challenging misconceptions about disability and employment
- Providing skills and tools needed to recruit and retain people with disabilities
- Demonstrating the commitment at all levels of the organization and indicating steps that each person can take
- Fostering the conditions for a more inclusive work environment for people with disabilities, minimize the impact that an individual’s impairment may have

The Valuable 500 is a global movement putting disability inclusion on the business leadership agenda. This not-for-profit organization has the objective to unite at least 500 of the most influential business leaders and their brands to stimulate systemic change from a business, social and economic point view. The aim is to unlock the social and economic value of people living with disabilities across the world, because the potential of 1.3 billion people should not be ignored.

## About Alstom

Leading the way to greener and smarter mobility worldwide, Alstom develops and markets integrated systems that provide the sustainable foundations for the future of transportation. Alstom offers a complete range of equipment and services, from high-speed trains, metros, trams and e-buses to integrated systems, customised services, infrastructure, signalling and digital mobility solutions. Alstom recorded sales of €8.2 billion and booked orders of €9.9 billion in the 2019/20 fiscal year. Headquartered in France, Alstom is present in over 60 countries and employs 38,900 people.

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