



Diversity & Inclusion – A way of life at Thales –

PAWANDEEP KAUR
HEAD OF COMMUNICATIONS – INDIA



First... Meet Geetha Menon



- Retired in 2015
- 28 years with Thales
- 1st and the last job
- Mother to well-settled kids & grandmother to 2 school going children

About Thales Group

The people we all rely on to make the world go round – come to us with big ambitions: to make life better, to keep us safer.



Employees
64,000



Global presence
56 countries



Self-funded R&D*
2016
731 million euros

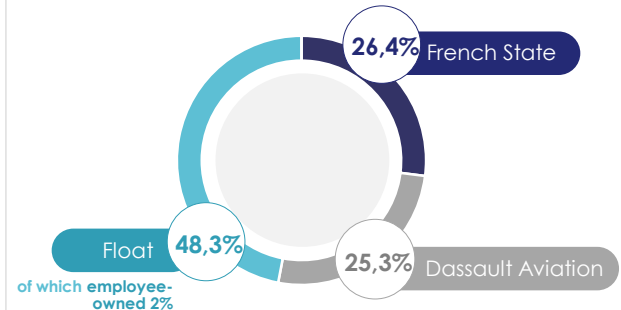
* Does not include therefore R&D undertaken with external funding.

A balanced revenue structure



Revenues in 2016
15 billion euros

Shareholders (at 31 December 2014)



OPEN

THALES

Thales in India... present since 1953

Thales India Pvt Ltd

300
PEOPLE



HQ: New Delhi; offices in Bangalore, Hyderabad, Chennai, Mumbai...

3

Joint Ventures to date

SAMTEL – THALES | AVIONICS

BEL – THALES | GROUND BASED RADARS

L&T (TECH. SERVICES) – THALES | SOFTWARE

1

THALES APPLICATION CENTRE
(Transportation) in Bangalore

Growing with Universities

Collaborating with the world's most dynamic universities is a key aspect of innovation at Thales

Partnerships for PhD fellowship schemes with:

- IIT Delhi
- IIT Bombay
- Indian Institute of Science Bangalore

Socially Responsible Corporate

Supporting various NGOs in India through local CSR initiatives and also Group-level Foundation efforts

Work in the areas of emergency preparedness for schools, online educational curriculum development, among others.

Some of the NGOs include GeoHazards Society, Kutumbh Foundation, Jagriti, Protsahan...

Main activities

Defence: Air force, Army, Navy

- Member of the Rafale team
- Successful Mirage 2000 upgrade together with Dassault Aviation
- Major contracts for:
 - **Air force** - Radars, Avionics, IFF, INGPS, Reconnaissance pods
 - **Navy** - EW systems; anti-submarine warfare sonar systems and mine-hunting solutions; long-range surveillance radars
 - **Army** - Air defence radars, Optronics, EW systems



Civil aerospace

- Long-term avionics maintenance agreement with IndiGO for its growing fleet of Airbus A320 aircraft, since Nov 2015
- Retrofit of avionics & In-Flight Entertainment to Air India; Critical Avionics to Airline IndiGo & Jet Airways
- Navigational aids to Airport Authority of India

Ground transportation

- Urban transport – Metros | Ticketing, Communications & Signalling
 - New Delhi, Gurgaon, Mumbai, Bangalore, Jaipur and upcoming Hyderabad metros
- Main lines - Indian Railways | TPWS, axle counters



INCLUSION

- A strategic topic led by our Chairman & CEO **Patrice CAINE**
- Focus on **GENDER DIVERSITY** among other kinds – age, cultures, nationalities,...

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Building an empowered workforce

* **22%** of global workforce are women



TRAINING & DEVELOPMENT

Classroom, out of country, e-learning across various subjects



HEALTH

Talks, Insurance & support, Sponsored check-ups, maternity leave & benefits...



SAFETY

Self defence workshops, corporate cabs for airport transfers/late stay



LEADERSHIP ROLES

Mentoring programmes, in-company & outside exposure



INTERNAL CAMPAIGNS

#BeyondtheStereotypes



IMPROVING THE GENDER BALANCE

27.5% of new hires worldwide last year were women



GENDER FORUM

Interactive platform for women employees across the globe



POSH Policy with ICC



EQUAL PAY Policy

OPEN

