



Paris Air Show, June 2015

## CORPORATE SOCIAL RESPONSIBILITY

*One of our core values is a focus on long-term viability, in every sense of the term. We pioneered the application of a sustainable development policy in France, preserving the aviation industry and employment in France.*

## FOSTERING INDIVIDUAL AND COLLECTIVE DEVELOPMENT

*Our human resources policy is largely based on teamwork. A combined focus on developing skills, promoting diversity and ensuring wellbeing in the workplace all help drive our performance.*

---

### Part of the educational process

We take an active role in the analyses carried out by education and training professionals to adapt academic programs to evolving needs. This commitment is expressed through employees' involvement in government organizations and the governing bodies of universities and engineering schools. Nearly 200 of our employees also worked with professors and researchers in 2014, to provide professional training and graduate level courses. They transmit their technical culture and knowledge to the students by overseeing lab work, coordinating multidisciplinary projects, or participating in test boards. We also welcomed nearly 800 young people to our Group, both interns and students in work-study programs, to help them develop a career plan and find a job in industry, whether at Dassault Aviation or elsewhere.



---

## A spotlight on aerospace jobs

We are heavily involved in major events coordinated by French aerospace industry association Gifas (Groupement des industries françaises aéronautiques et spatiales) and the metallurgical industry trade association UIMM (Union des industries et métiers de la métallurgie), including the Paris Air Show and "Industry Week". We also promote aerospace jobs and training programs in many ways, including a variety of school and university forums. Women from our Group have joined the association Elles Bougent ("Women on the Move"), to mentor female students and encourage them to pursue careers in science and technology. Dassault Falcon Jet Corp. takes part in a program organized by the Arkansas Chamber of Commerce to present jobs in the aerospace industry to grammar, junior high and high school students.

---

## Hiring top talent

We recruit people from all different horizons, to meet two main goals: maintain our ability to innovate, and develop our adaptability. In 2014, the site [dassault-aviation.com](http://dassault-aviation.com) received some 28,000 job applications, clearly illustrating the attractiveness of our enterprise. We are looking for people who are open-minded, creative and able to work in a team. We also deploy a number of measures to foster the induction of new hires, and encourage them to share our values.

---

## Developing skills, supporting growth and change

Companies in the Group have deployed a number of support measures to help all employees develop their skills, including professional training, exercises and mobility. In 2014 Dassault Aviation focused its training efforts on the main professions, while also continuing actions related to the digital enterprise, to bolster competitiveness and consolidate leadership. We also continued to develop the seminars and conferences offered by our management university, Institut Dassault, to support all management staff, from local supervisors to future corporate officers.

**821**

new hires  
in 2014

**534**

interns welcomed  
in 2014



## A TOP-FLIGHT WORKPLACE

*The quality of the work environment depends on mutual respect, listening to different viewpoints, continuous skills development and a real spirit of teamwork.*

---

### Positive social engagement

Dassault Aviation signed agreements in 2014 concerning personal protection schemes, the employment of disabled persons, career development and equal pay.

---

### Promoting diversity

We reaffirm our commitment to fighting discrimination, and to promoting diversity and equal opportunity.

#### **Gender equality**

Dassault Aviation signed an agreement on gender equality in the workplace, including career opportunities and compensation. The hiring of women has increased, thanks to our ambitious goals and an array of communications measures. We also continue to apply a policy based on ensuring access to all for management training, and promoting women to top management positions. Our subsidiaries, Sogitec Industries and Dassault Falcon Service, renewed their action plans to facilitate the hiring of women and subsequent professional training, along with support for career development and achieving work-life balance.

Dassault Falcon Jet Corp. is participating in initiatives to aid minorities, women, veterans and the disabled, and supports their integration in the workplace in partnership with Goodwill Industries of America.



### **Integrating disabled persons**

Dassault Aviation signed a company-wide agreement in 2014 concerning the hiring and continued employment of persons with disabilities. We also act early in the process to help provide training in aerospace jobs for the disabled.

### **Ties between generations**

Dassault Aviation has implemented the “inter generations” agreement, signed in 2013, to ensure the transmission of knowledge between generations and keep seniors in the workforce.

---

## **Fostering wellbeing at work**

Dassault Aviation offers employees a top-flight work environment, with a special focus on occupational risk management and professional training. Our ethics charter and communications guidelines facilitate relations in the workplace. In 2014 we also drew up a best practices charter for the management of production teams, in conjunction with local managers, to support their daily actions.

In the occupational health and safety field, the parent company hired an ergonomics expert last year to optimize our policy on adapting workstations. We also teamed up with the French cardiology association to organize a campaign informing people of cardiovascular risks – over and above our already rigorous medical monitoring policy. In addition, we set up a supplementary insurance scheme for employees who are expats or on assignment abroad.

Dassault Falcon Jet Corp. is implementing measures to protect health (exercise, diet, etc.) along with aid programs for employees and their families (financial aid, programs to fight addictions, etc.).

A number of training measures are also deployed yearly for employees at all levels. For example, Dassault Aviation continued its actions concerning psychosocial risks, and is launching an action plan to develop our prevention-based culture.