

## OUR PEOPLE AND COMMUNITY

## Giving something back to those who help make ABB possible

ABB is committed to supporting its people and the communities where it operates

At ABB, we make every effort to prepare our people for the future. We empower them to build rewarding professional careers, enjoy their personal lives and improve their overall health, resilience and sense of well-being. We also have a long history of supporting the communities in which we live and work. Our approach is to combine strategic corporate partnerships with country-level education and healthcare projects.

In 2017, we adjusted the 2020 measures and targets for our people and community. By 2020, we now aim to increase the number of women in senior management positions by 30 percent from 2017, and to have 70 percent of our employees covered by ABB's well-being program. We made these adjustments because both gender diversity and the health, well-being and resilience of our workforce are strategic priorities for our group, with significant implications for our collective performance in the years to come.

We performed well towards these new targets over the past year. At present, 16 percent of our middle and senior managers at ABB are women, as are 10 percent of our senior leadership. In 2017 we took firm action to raise these numbers by 2020. Similarly, by the end of 2017, 59 percent of our employees were covered by ABB's well-being program.

We achieved these results thanks to a series of focused and disciplined initiatives. The new gender diversity framework we implemented in 2017

details the concerted actions we must take to create a workforce with better gender balance. These actions include shortlisting women during recruitment drives, creating high-level mentoring opportunities for female talents, ensuring at least 100 women are part of our succession plans for positions from Grades 1 through 8, and committing to increase the percentage of female new-graduate recruits to 30 percent by 2020.

Senior management was instrumental in raising employee participation in ABB's well-being program in 2017. Thanks to the plan they developed and facilitated, we were able to create and disseminate group-level guidance for eight well-being programs (non-smoking, healthy

nutrition, physical fitness, mental health, vaccination, voluntary medical checks, promotion of good ergonomics, and addiction prevention). Following the 2017 launch of an HSE board in each country, the topic of health was included on all country-level agendas, and each country was directed to appoint a well-being coordinator to schedule and run well-being programs that are customized to local needs and preferences. We also created a resilience program to bolster our people's coping skills when they face challenges either at work or at home. To date, we have trained 4,350 employees in 18 countries, with participation from 70 percent of all Executive Committee members, division heads, global business unit managers and function heads.

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In 2017, ABB contributed to about 680 community projects and charities worldwide. A total of 49 countries out of the 69 reporting on their social activities supported community projects. Employees and ABB's businesses donated approximately \$11.8 million and provided about 4,600 person-days in volunteer work.

ABB also completed installation of a microgrid to support humanitarian work at the main Africa logistics hub of the International Committee of the Red Cross (ICRC) in Nairobi, Kenya. The technology will secure the center's power supply and also enable integration of solar power. At the end of 2017, ABB renewed its decade-long partnership with the ICRC through to 2020. With a new focus on innovation, we will explore areas of cooperation such as the potential for technology to support the ICRC's activities.



**680**

community projects  
supported worldwide

ABB has also been recognized for training a new generation of electrical engineers in Zambia, one of our many country-level education projects. The Coil Winding Insulation and Electrical Manufacturing Exhibition presented ABB with its "Global Outreach Award – Beyond the Factory Floor" for the company's University Partnership Program for Zambia. The program centers on the new engineering program ABB launched at the Copperbelt University and the University of Zambia. The curriculum is designed to enable students to develop both skills and practical experience in topics such as renewable energy and microgrids. Each year, Zambian graduates will also embark on a two-year trainee program with ABB.

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