

FACT-SHEETS: MEASURING DEVELOPMENT ON COMPANY LEVEL

One of the main aims of this report is to make the railway companies and their efforts to achieve greater gender equality visible and to capture developments in the coming years. In addition to the European level, the presentation at the company level is particularly helpful for measuring improvements.

Therefore, the following part will give insights in each participating company along selected Key Performance Indicators as well as measures taken per policy area. The aim of these fact sheets is not to compare individual companies, but to provide an overview per company that allows the long-term tracking and presentation of developments within the eight policy areas at company level.

In addition to company characteristics (such as country, number of employees, and business fields), key indicators are outlined for each policy area. Where data is missing, this is indicated accordingly ("missing data" or "n.d."). The following indicators are highlighted per company.

INDICATORS IN EIGHT POLICY AREAS



Policy Area 1:
Elements of company's
policy for gender equality



Policy Area 5:
Gender balance in promotions/
trainings and measures taken



Policy Area 2:
Share of women in
company overall



Policy Area 6:
Measures for equal pay
and gender pay gap



Policy Area 3:
Share of women among
entries (recruitment)



Policy Area 7:
Measures for occupational
health and safety



Policy Area 4:
Gender balance in part-
time/parental leave and
measures taken



Policy Area 8:
Measures to prevent sexual
harassment and sexism


LIST OF ALL COMPANIES

The fact sheets are presented for the following companies in alphabetical order by country.

COUNTRY	COMPANY NAME
Austria	ÖBB-Holding
Belgium	Eurostar
Belgium	Société Nationale des Chemins de Fer Belges/Nationale Maatschappij der Belgische Spoorwegen (SNCB/NMBS BELGIUM)
Czechia	České Dráhy (CD)
Denmark	Danske Statsbaner (DSB)
Estonia	Eesti Raudtee (EVR)
Finland	VR-Yhtymä Oy (VR Group)
France	Société Nationale des Chemins de Fer Français (SNCF)
Germany	Deutsche Bahn (DB)
Germany	e.g.o.o. Eisenbahngesellschaft
Germany	eurobahn GmbH Co. KG
Hungary	Magyar Államvasutak (MÁV)
Ireland	Iarnród Éireann (IÉ)
Italy	Ferrovie dello Stato Italiane (FS Italiane)
Italy	FNM Group
Lithuania	Lietuvos Geležinkeliai (LTG)
Luxembourg	CFL
Netherlands	Nederlandse Spoorwegen (NS)
North Macedonia	ŽRSM Infrastructure
Poland	Polskie Koleje Państwowe (PKP)
Serbia	ŽS Infrastructure
Slovakia	Železnice Slovenskej Republiky (ŽSR)
Slovakia	Železničná Spoločnosť Cargo Slovakia (ZSSK Cargo)
Slovakia	Železničná Spoločnosť Slovensko (ŽSSK)
Slovenia	Slovenske Železnice (SŽ)
Spain	Renfe Operadora (RENFE)
Switzerland	BLS
Switzerland	Schweizerische Bundesbahnen / Chemins de Fer Fédéraux Suisses / Ferrovie Federali Svizzere (SBB CFF FFS)
United Kingdom	Rail Delivery Group (RDG)

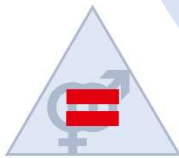
ÖBB-HOLDING (ÖBB)




40,452
employees

BUSINESS FIELDS

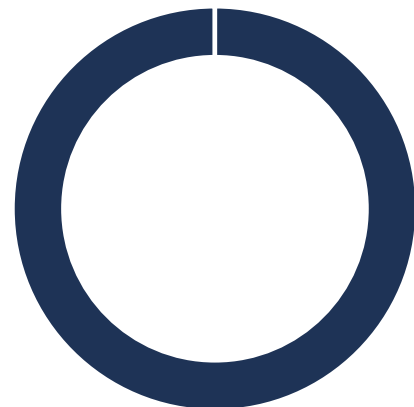
- ✓ Freight Transport
- ✓ Passenger Transport
- ✓ Infrastructure Management
- ✓ Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

15%

Share of women in company overall



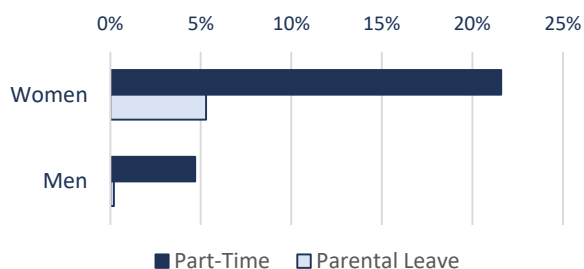
POLICY AREA 3: RECRUITMENT

25%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

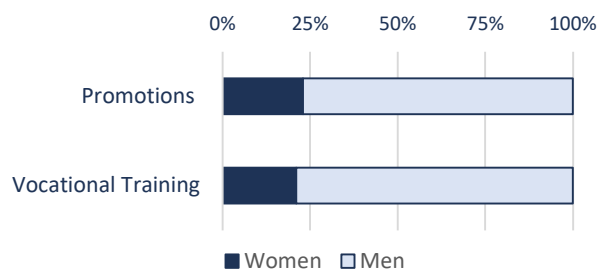


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



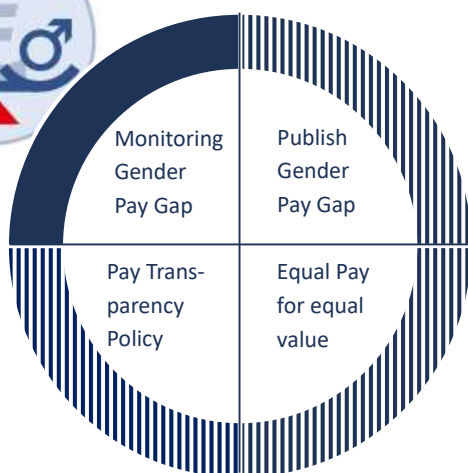
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

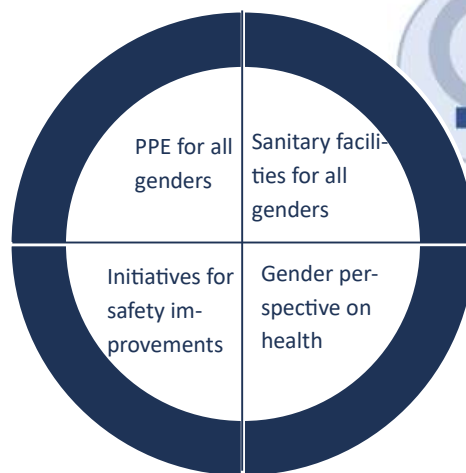
- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- ✓ Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



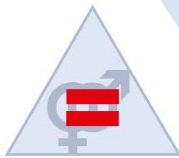
- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising



2,691
employees

BUSINESS FIELDS

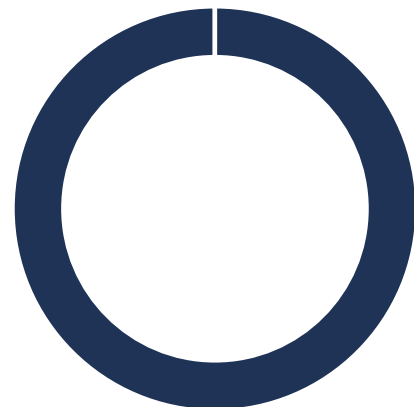
- Freight Transport
- ✓ Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

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- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■ in develop. ■ no ■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

36%

Share of women in company overall



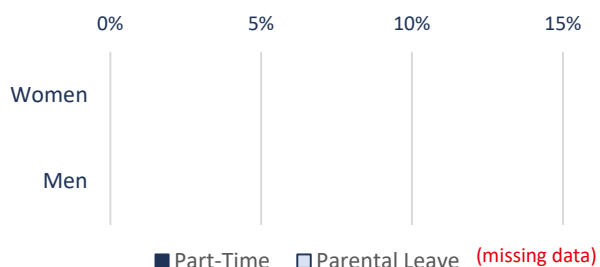
POLICY AREA 3: RECRUITMENT

n.d.

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

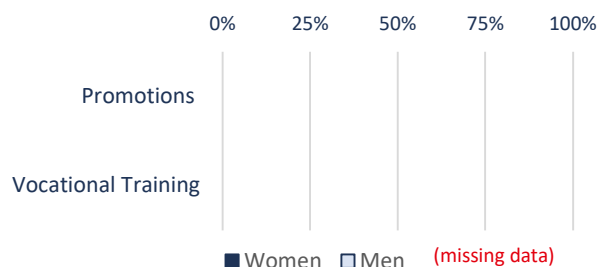


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



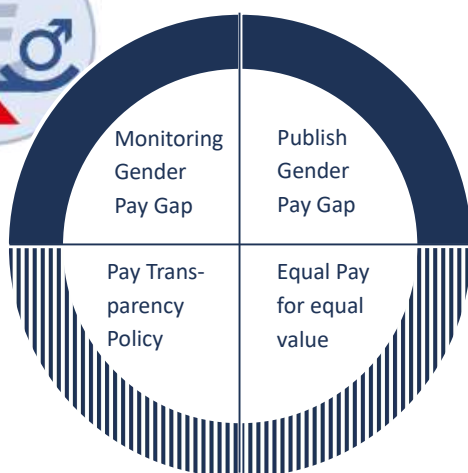
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

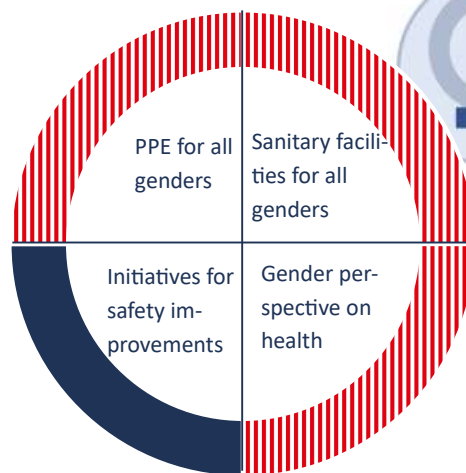
- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- ✓ Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



yes in develop. no don't know no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- Monitoring of procedure / measures
- ✓ Awareness raising

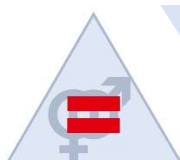
SOCIÉTÉ NATIONALE DES CHEMINS DE FER BELGIQUE (SNCB)




17,512
employees

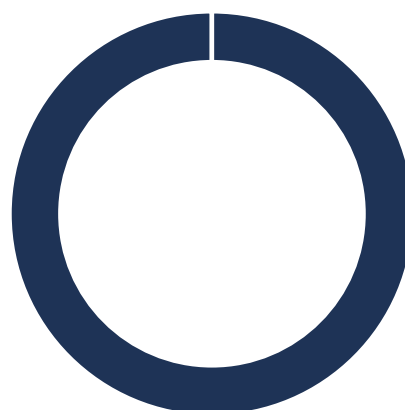
BUSINESS FIELDS

- Freight Transport
- ✓ Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
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- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

20%

Share of women in company overall



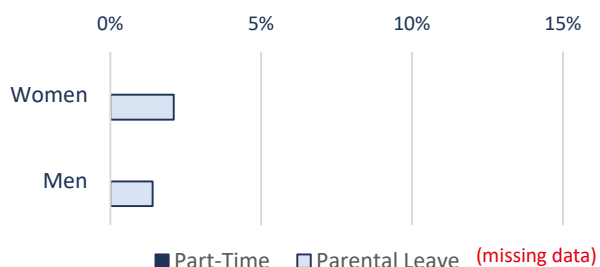
POLICY AREA 3: RECRUITMENT

22%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

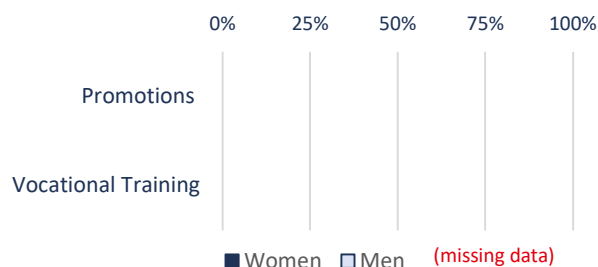


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



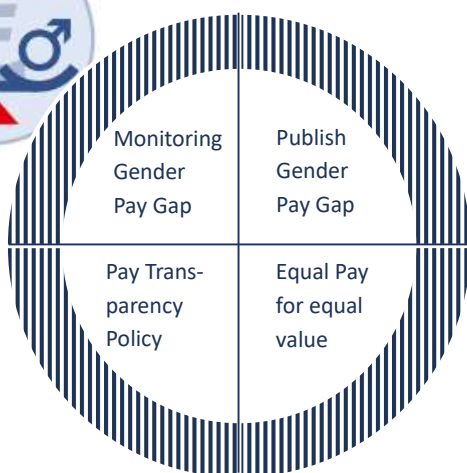
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

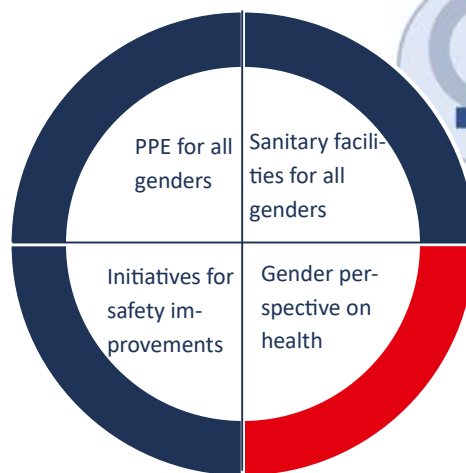
- Internal mentoring programmes
- Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



yes in develop. no don't know no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK




POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

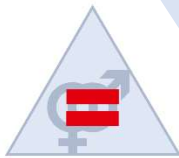
ČESKÉ DRÁHY (CD)




13,338
employees

BUSINESS FIELDS

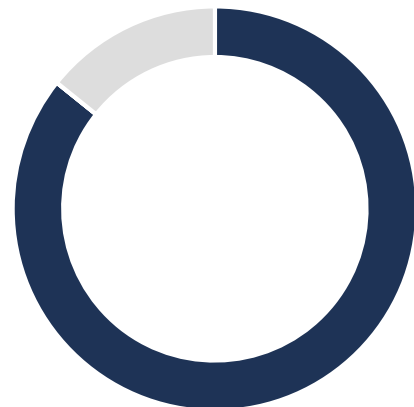
- Freight Transport
- ✓ Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■ in develop. ■ no ■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

30%

Share of women in company overall



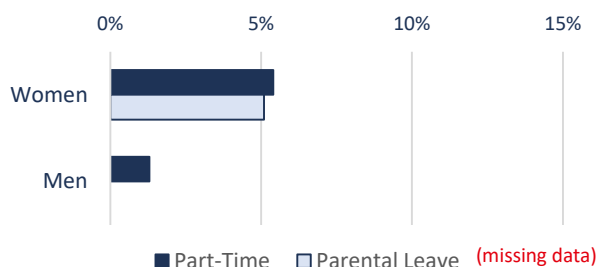
POLICY AREA 3: RECRUITMENT

31%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

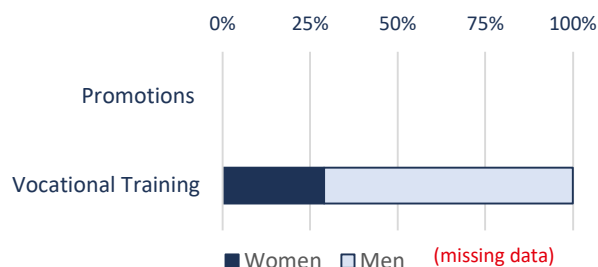


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



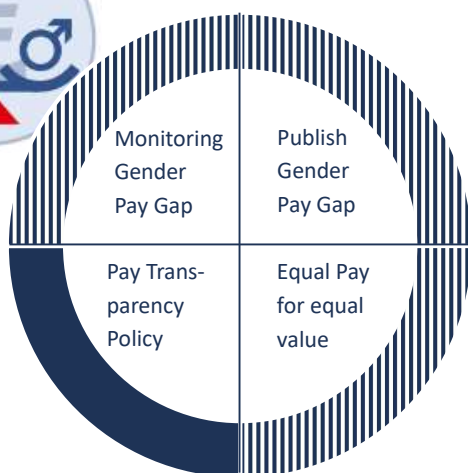
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

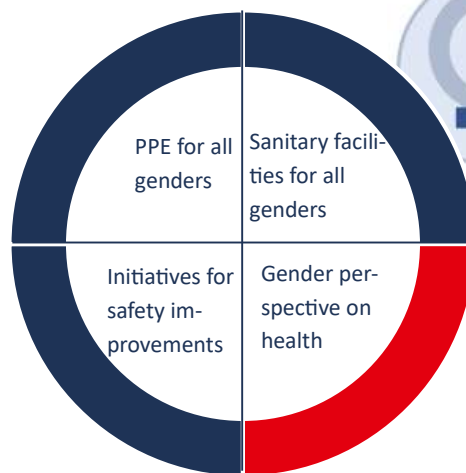
- Internal mentoring programmes
- Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



yes in develop. no don't know no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

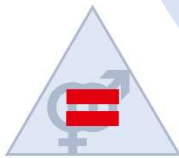
DANSKE STATSBANER (DSB)




6,500
employees








BUSINESS FIELDS

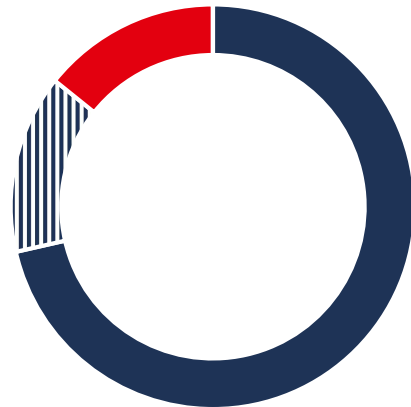
- Freight Transport
- ✓ Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

-  Vision on gender equality
-  Commitment to ensure gender equality
-  Commitment to implement measures
-  Statement to combat sexual harassment
-  Committed measures against sexual harassment
-  Communication strategy for company's policy
-  Strategy for monitoring and evaluation



 yes  in develop.  no  don't know  no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

30%

Share of women in company overall



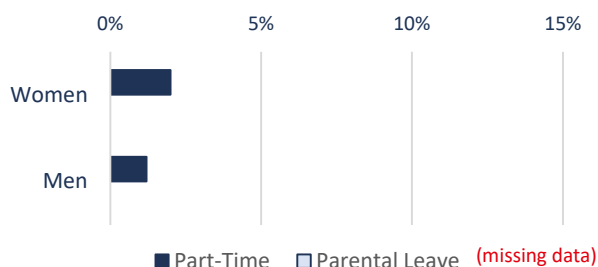
POLICY AREA 3: RECRUITMENT

n.D.

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

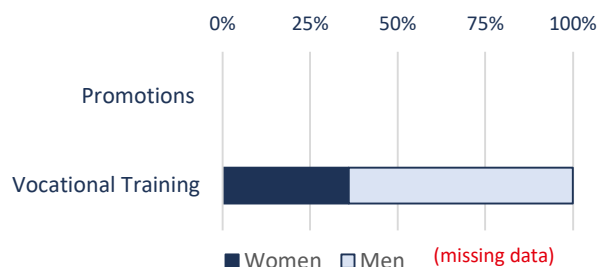


MEASURES TAKEN

- ✓ Flexible working schedules
- Reduction of working time
- ✓ Remote working arrangements



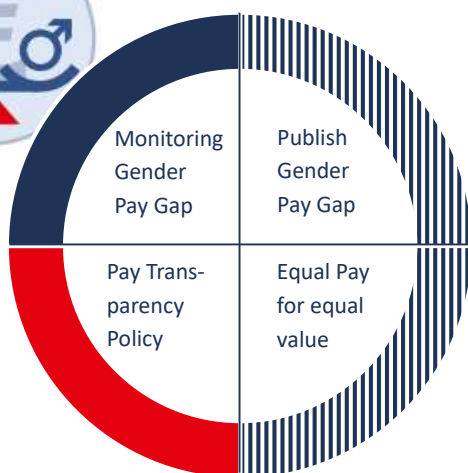
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

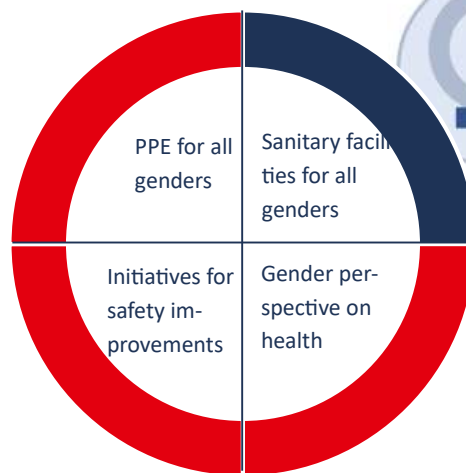
- Internal mentoring programmes
- Provide access to qualification measures
- Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



yes in develop. no don't know no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- Awareness raising

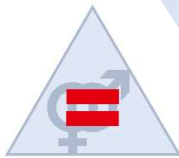
EESTI RAUDTEE (EVR)



703
employees

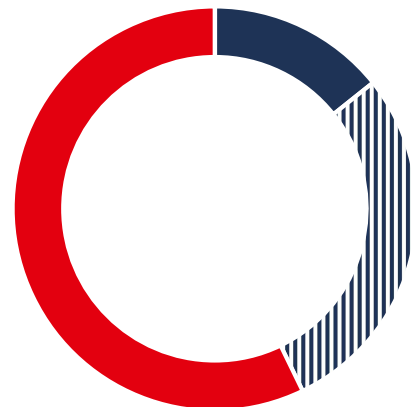
BUSINESS FIELDS

Freight Transport
Passenger Transport
✓ Infrastructure Management
Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- ▤ Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- ▤ Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ▤ in develop. ■ no ▤ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

42%

Share of women in company overall



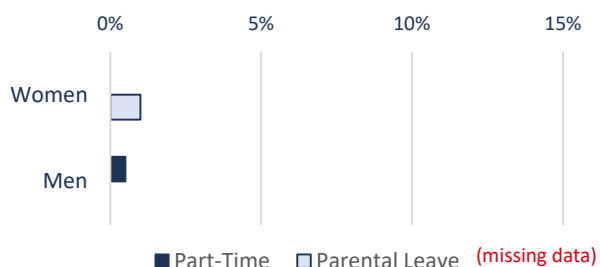
POLICY AREA 3: RECRUITMENT

31%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

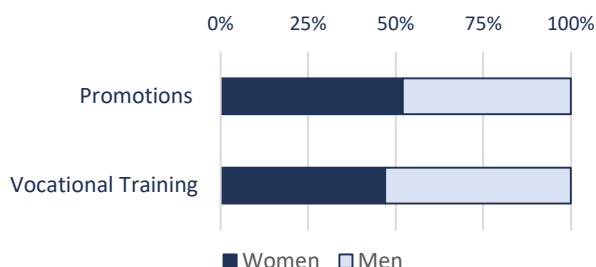


MEASURES TAKEN

- Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



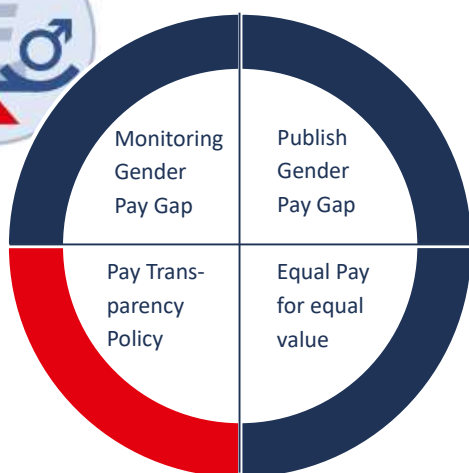
POLICY AREA 5: CAREER DEVELOPMENT



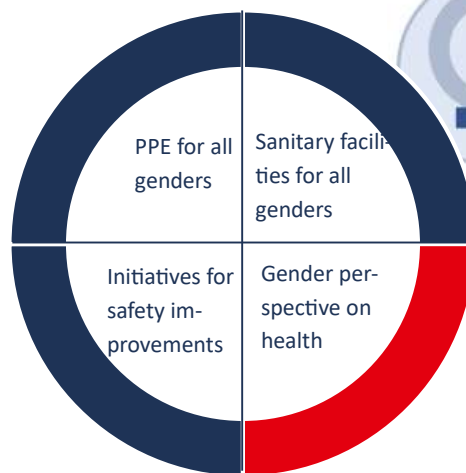
MEASURES TAKEN

- Internal mentoring programmes
- ✓ Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



yes in develop. no don't know no data

POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM




- ✓ Reporting system
- Reporting office / person of trust
- ✓ Granting privacy to victim

Monitoring of procedure / measures
Awareness raising

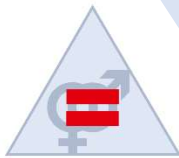
VR-YHTYMÄ OY (VR GROUP)




8,416
employees

BUSINESS FIELDS

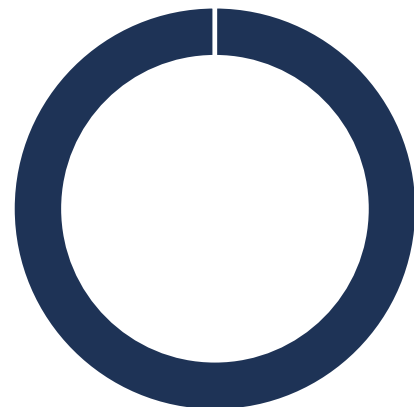
- ✓ Freight Transport
- ✓ Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes |||| in develop. ■ no |||| don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

21%

Share of women in company overall



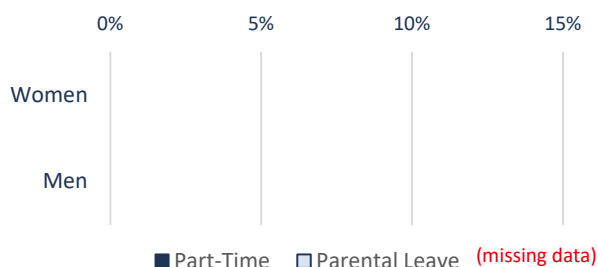
POLICY AREA 3: RECRUITMENT

n.d.%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

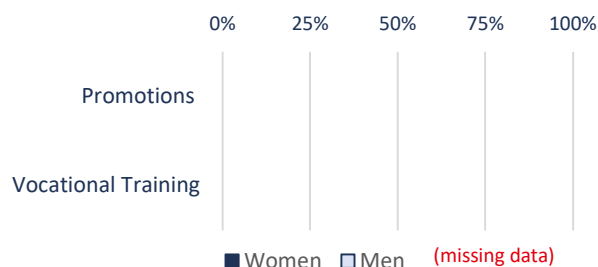


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



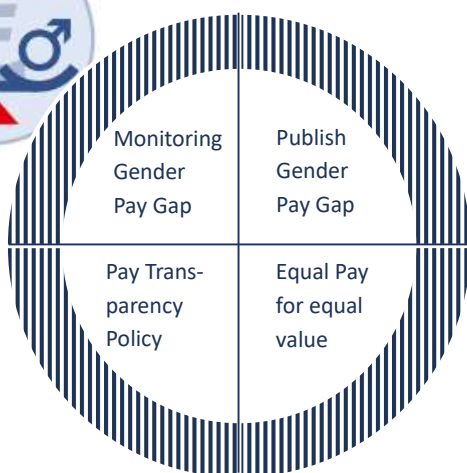
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

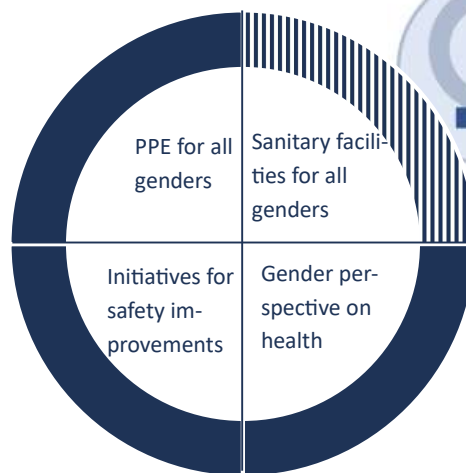
- Internal mentoring programmes
- ✓ Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



yes in develop. no don't know no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK




POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

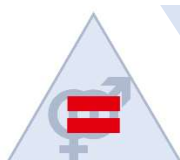
SOCIÉTÉ NATIONALE DES CHEMINS DE FER FRANÇAIS (SNCF)




153,456
employees

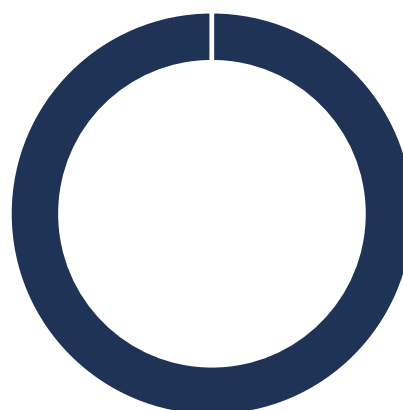
BUSINESS FIELDS

- ✓ Freight Transport
- ✓ Passenger Transport
- ✓ Infrastructure Management
- ✓ Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

23%

Share of women in company overall



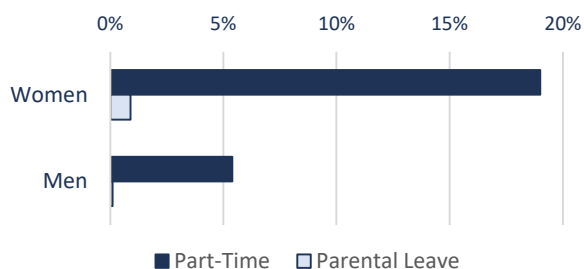
POLICY AREA 3: RECRUITMENT

21%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

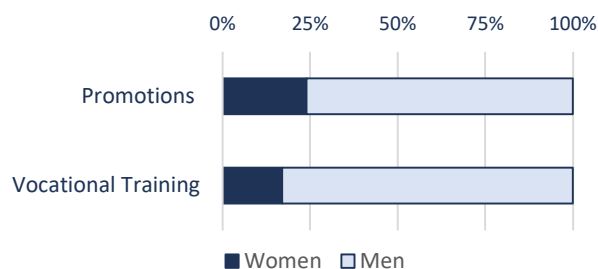


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



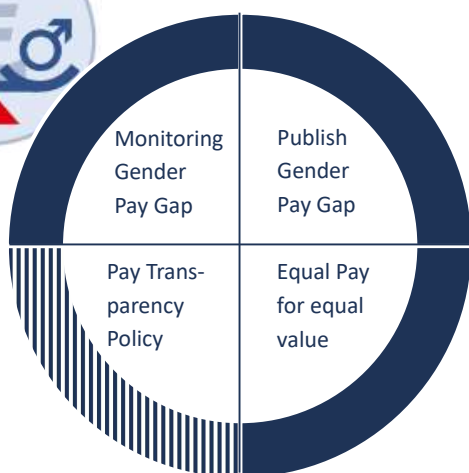
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

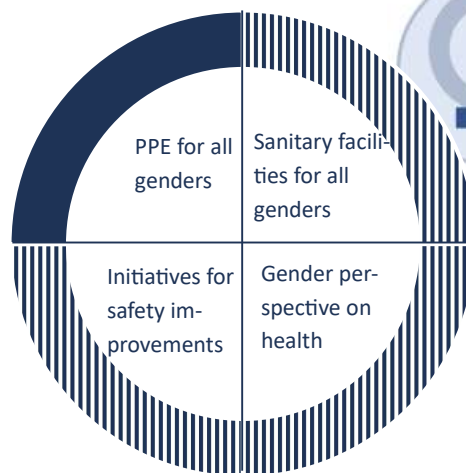
- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- ✓ Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

DEUTSCHE BAHN (DB)¹



231,080
employees

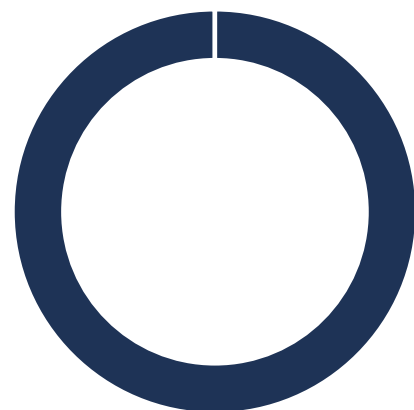
BUSINESS FIELDS

- ✓ Freight Transport
- ✓ Passenger Transport
- ✓ Infrastructure Management
- ✓ Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

24%

Share of women in company overall



POLICY AREA 3: RECRUITMENT

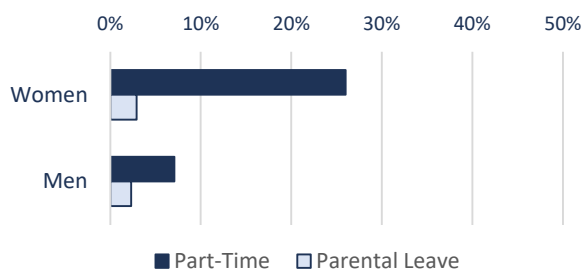
27%

Share of women among entries

¹ According to Deutsche Bahn Integrierter Bericht 2023, Region Deutschland
Women in Rail Report – Company Fact Sheet



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

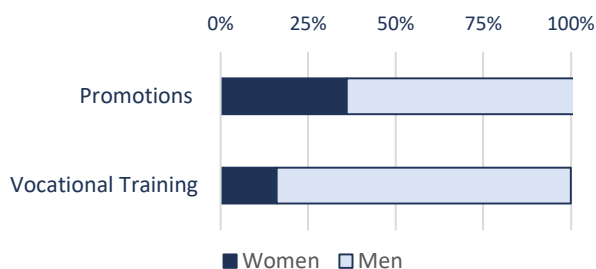


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



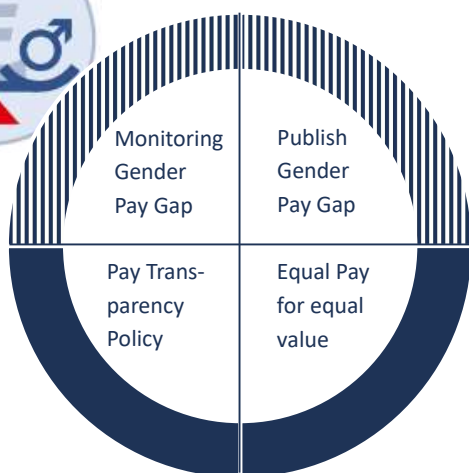
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

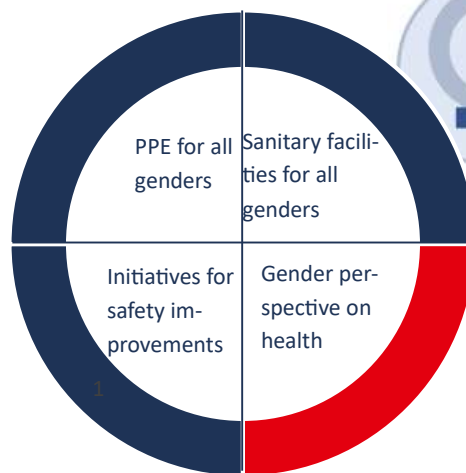
- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- ✓ Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

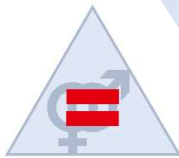
EISENBAHNGESELLSCHAFT OSTFRIESLAND – OLDENBURG (E.G.O.O)



55
employees

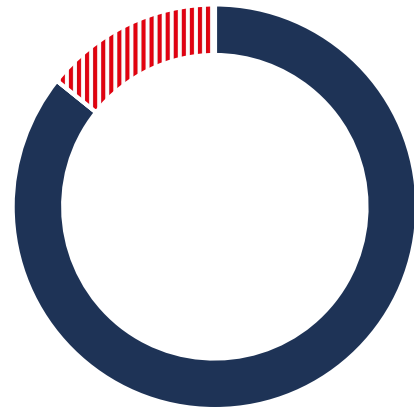
BUSINESS FIELDS

- ✓ Freight Transport
- Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

16%

Share of women in company overall



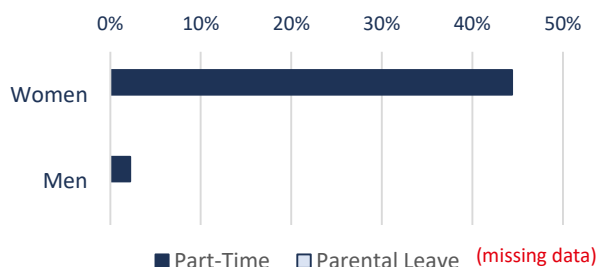
POLICY AREA 3: RECRUITMENT

0%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

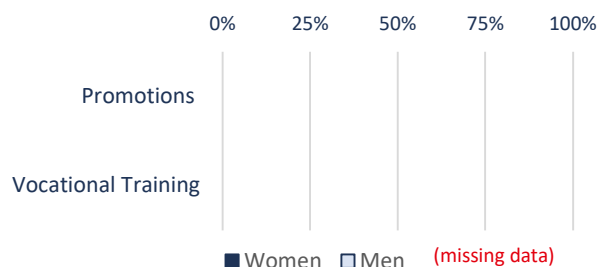


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



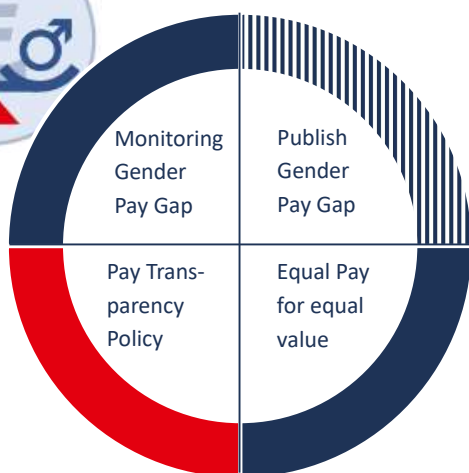
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

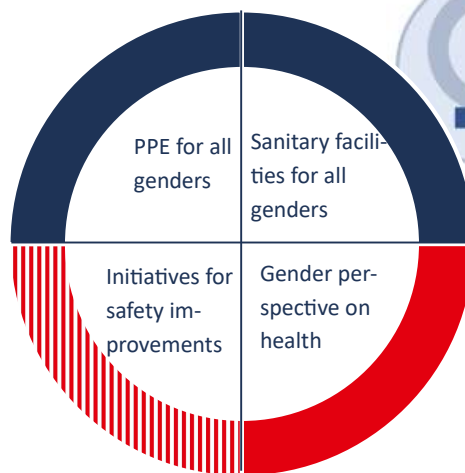
- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- Monitoring of procedure / measures
- ✓ Awareness raising

EUROBAHN GMBH CO KG

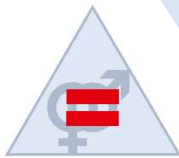


866

employees

BUSINESS FIELDS

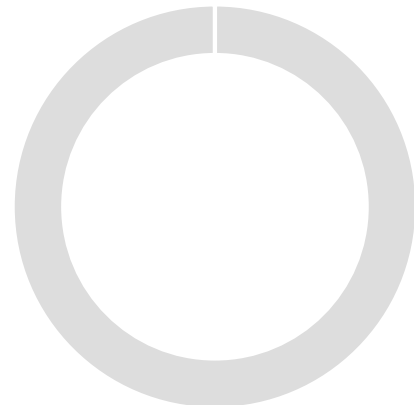
- Freight Transport
- ✓ Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes |||| in develop. ■ no |||| don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

19%

Share of women in company overall



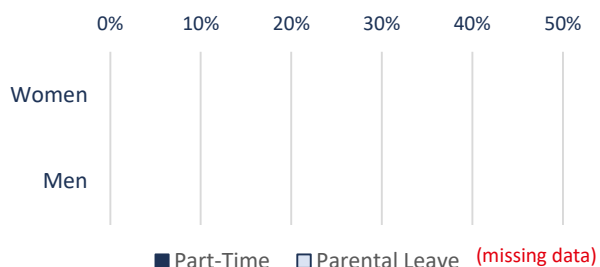
POLICY AREA 3: RECRUITMENT

19%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

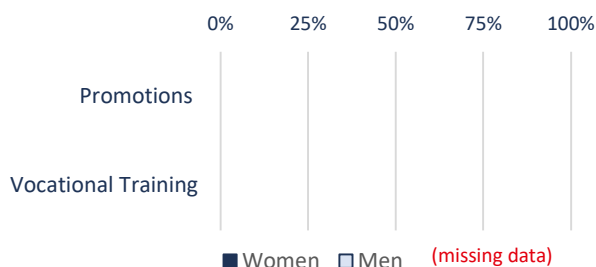


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- Remote working arrangements



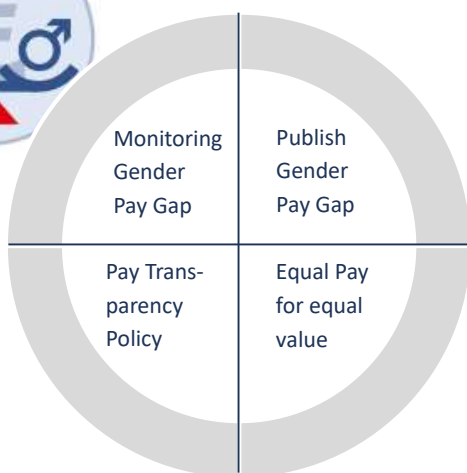
POLICY AREA 5: CAREER DEVELOPMENT



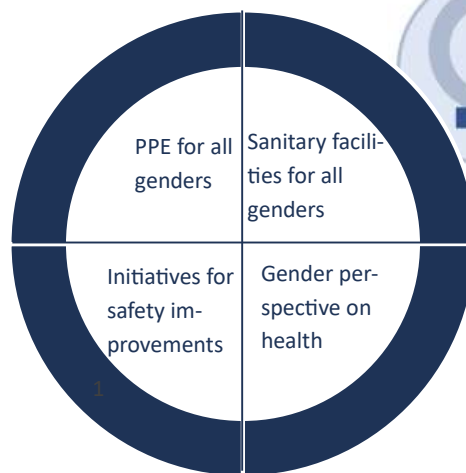
MEASURES TAKEN

- Internal mentoring programmes
- Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



yes
 in develop.
 no
 don't know
 no data

POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- Reporting system
- Reporting office / person of trust
- Granting privacy to victim

- Monitoring of procedure / measures
- Awareness raising

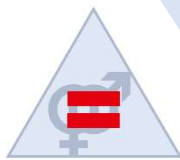
MAGYAR ÁLLAMVASUTAK (MÁV)











16,734
employees

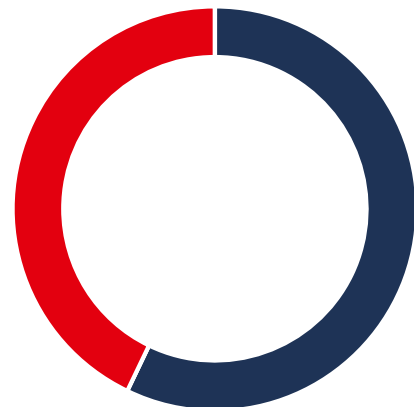
BUSINESS FIELDS





Freight Transport
Passenger Transport
✓ Infrastructure Management
Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

-  Vision on gender equality
-  Commitment to ensure gender equality
-  Commitment to implement measures
-  Statement to combat sexual harassment
-  Committed measures against sexual harassment
-  Communication strategy for company's policy
-  Strategy for monitoring and evaluation



 yes  in develop.  no  don't know  no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

19%

Share of women in company overall



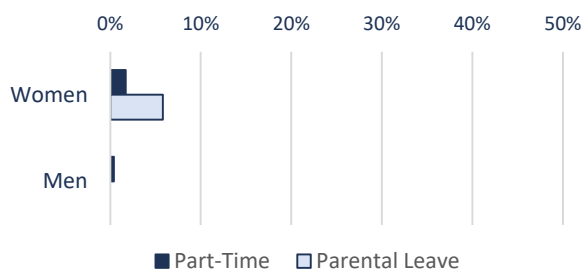
POLICY AREA 3: RECRUITMENT

20%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

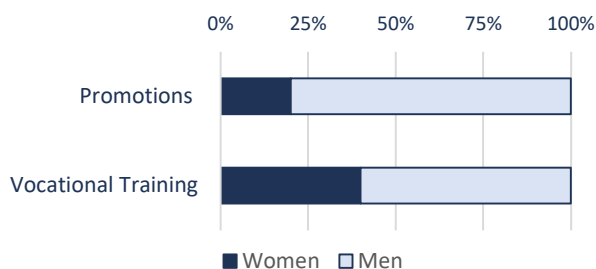


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- Remote working arrangements



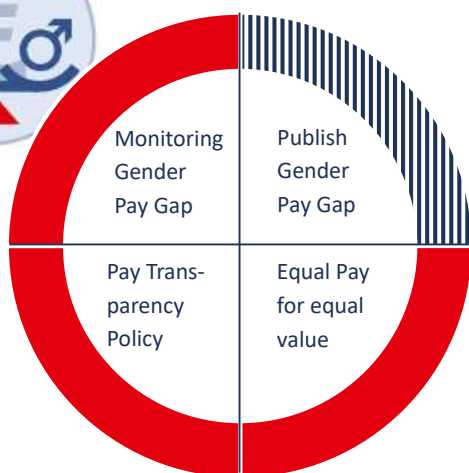
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

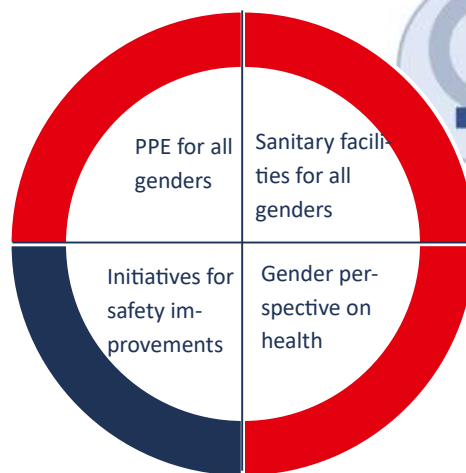
- Internal mentoring programmes
- ✓ Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



yes
 in develop.
 no
 don't know
 no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK

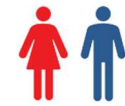


POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

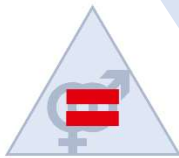
IARNRÓD ÉIREANN (IÉ)



4,689
employees

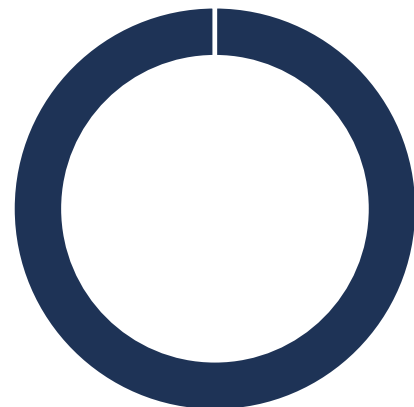
BUSINESS FIELDS

- Freight Transport
- ✓ Passenger Transport
- ✓ Infrastructure Management Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

12%

Share of women in company overall



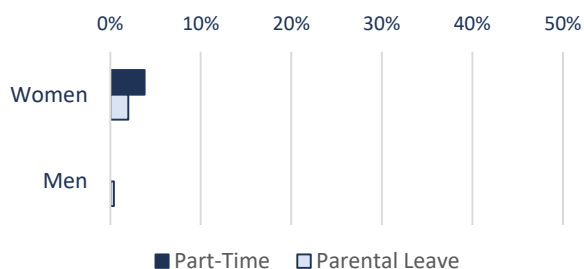
POLICY AREA 3: RECRUITMENT

16%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

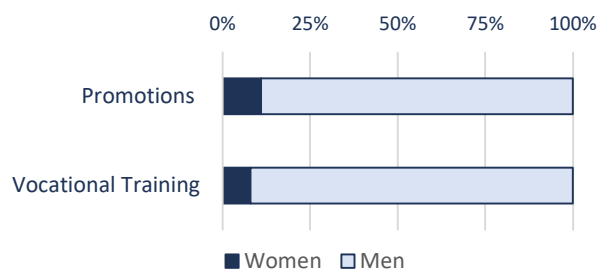


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



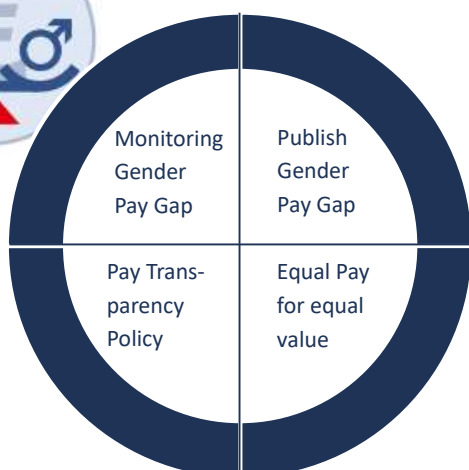
POLICY AREA 5: CAREER DEVELOPMENT



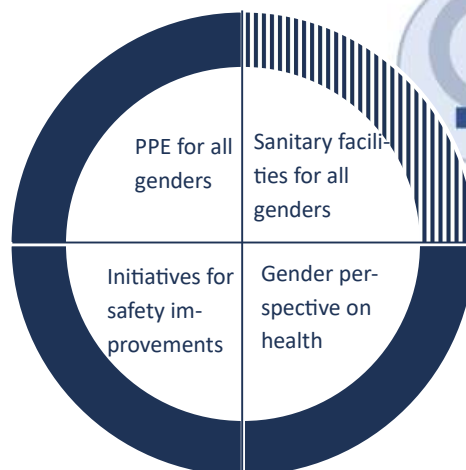
MEASURES TAKEN

- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- ✓ Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

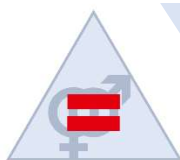
FERROVIE DELLO STATO ITALIANE (FS)



68,444
employees

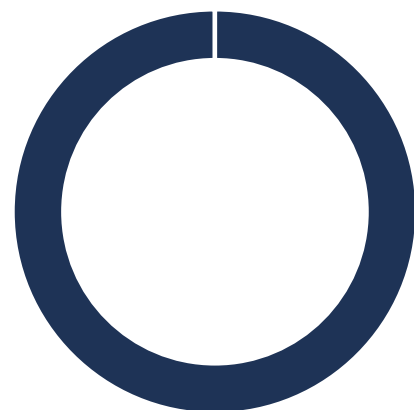
BUSINESS FIELDS

- ✓ Freight Transport
- ✓ Passenger Transport
- ✓ Infrastructure Management
- ✓ Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes |||| in develop. ■ no |||| don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

20%

Share of women in company overall



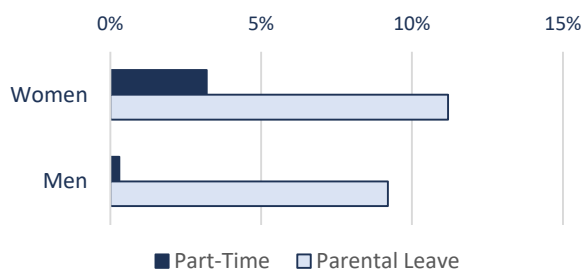
POLICY AREA 3: RECRUITMENT

23%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

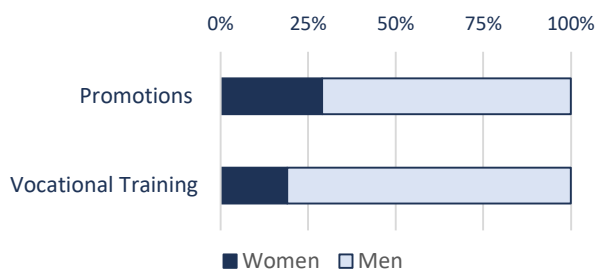


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



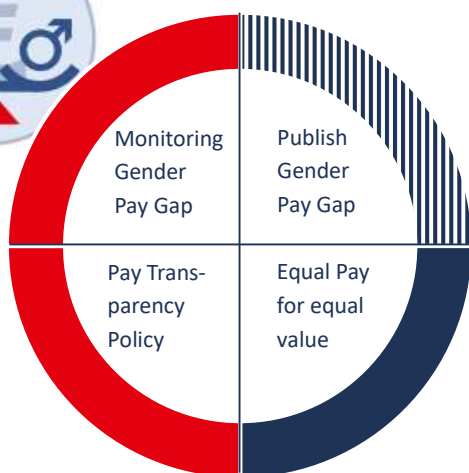
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

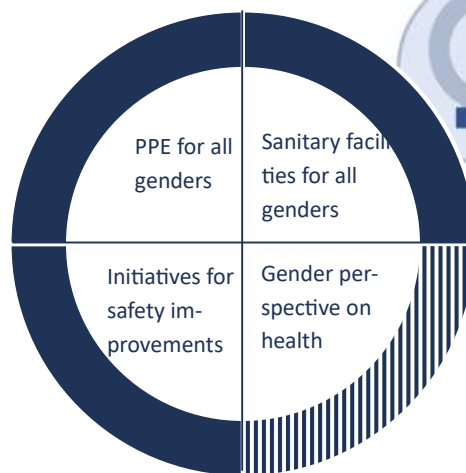
- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- ✓ Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

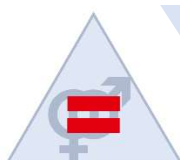
FNM GROUP



210
employees

BUSINESS FIELDS

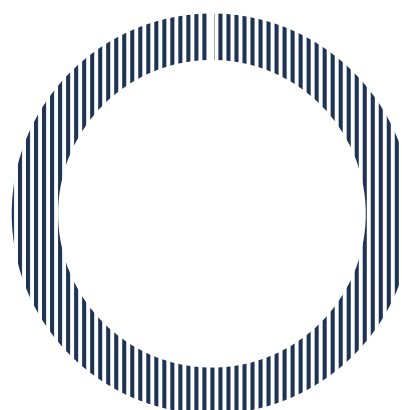
- Freight Transport
- Passenger Transport
- Infrastructure Management
- ✓ Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- III Vision on gender equality
- III Commitment to ensure gender equality
- III Commitment to implement measures
- III Statement to combat sexual harassment
- III Committed measures against sexual harassment
- III Communication strategy for company's policy
- III Strategy for monitoring and evaluation



■ yes III in develop. ■ no III don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

59%

Share of women in company overall



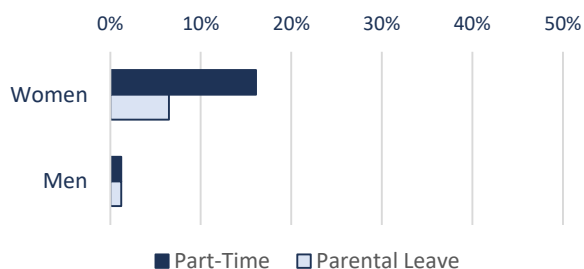
POLICY AREA 3: RECRUITMENT

77%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

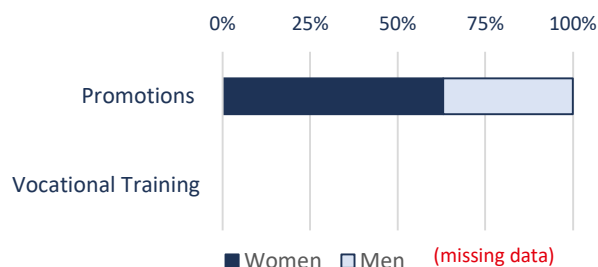


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



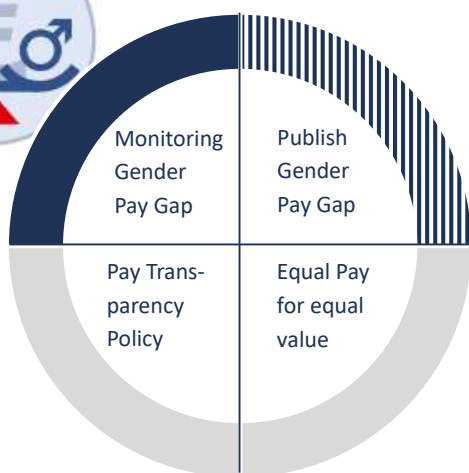
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

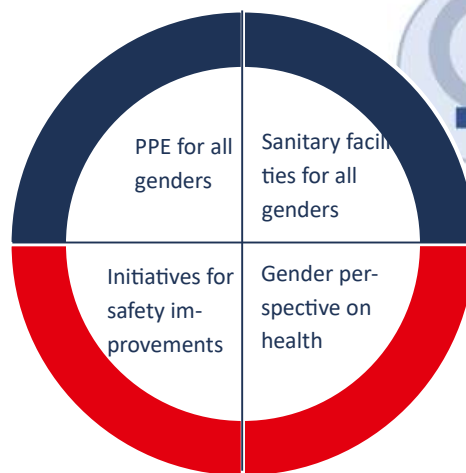
- Internal mentoring programmes
- Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- Reporting system
- Reporting office / person of trust
- Granting privacy to victim

- Monitoring of procedure / measures
- Awareness raising

LIETUVOS GELEŽINKELIAI (LTG)




5,697
employees

BUSINESS FIELDS

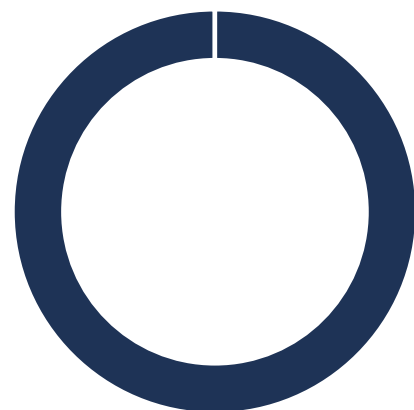
- ✓ Freight Transport
- ✓ Passenger Transport
- ✓ Infrastructure Management
- ✓ Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■ in develop. ■ no ■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

33%

Share of women in company overall



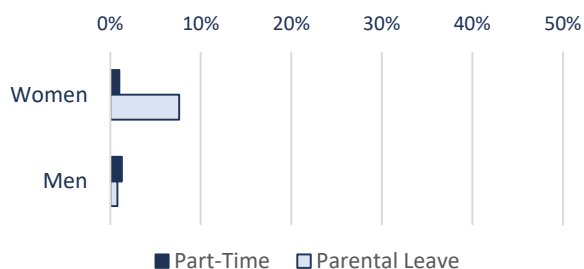
POLICY AREA 3: RECRUITMENT

41%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

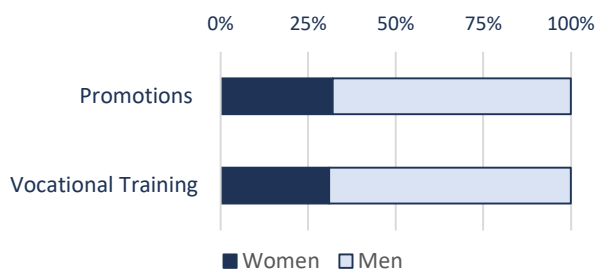


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



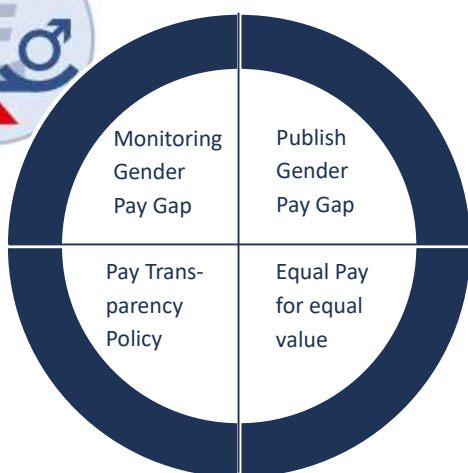
POLICY AREA 5: CAREER DEVELOPMENT



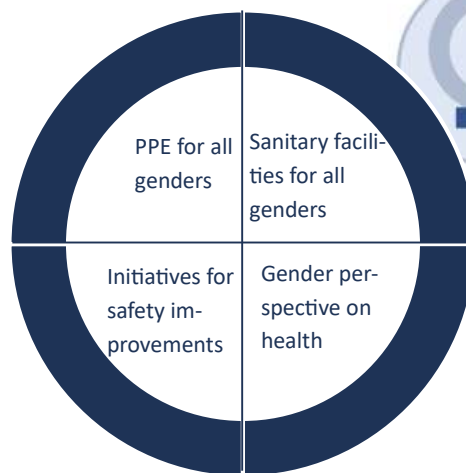
MEASURES TAKEN

- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- ✓ Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



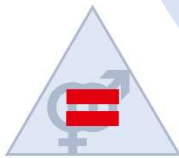
- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising



5,125
employees

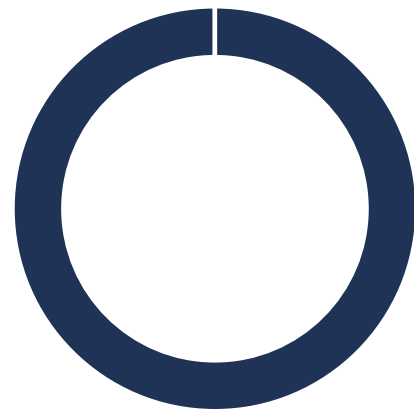
BUSINESS FIELDS

- ✓ Freight Transport
- ✓ Passenger Transport
- ✓ Infrastructure Management
- ✓ Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes |||| in develop. ■ no |||| don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

15%

Share of women in company overall



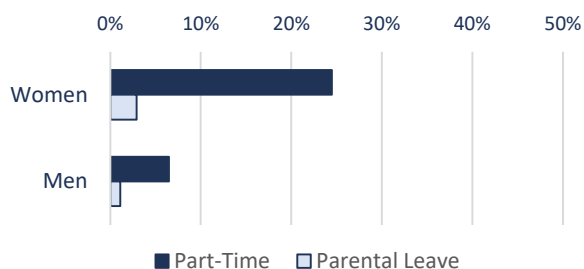
POLICY AREA 3: RECRUITMENT

25%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

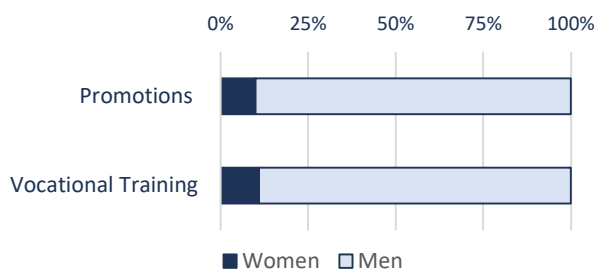


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



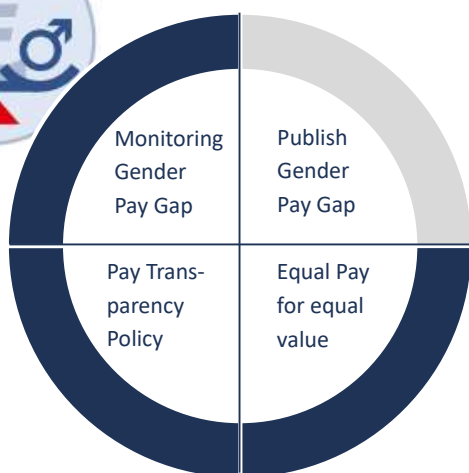
POLICY AREA 5: CAREER DEVELOPMENT



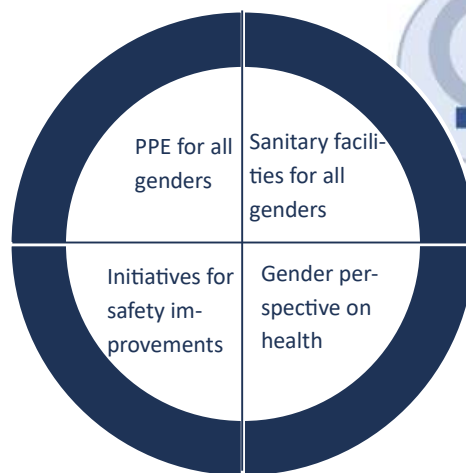
MEASURES TAKEN

- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



yes
 in develop.
 no
 don't know
 no data

POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

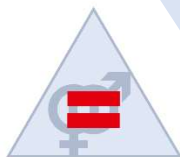
NEDERLANDSE SPOORWEGEN (NS)




20,559
employees

BUSINESS FIELDS

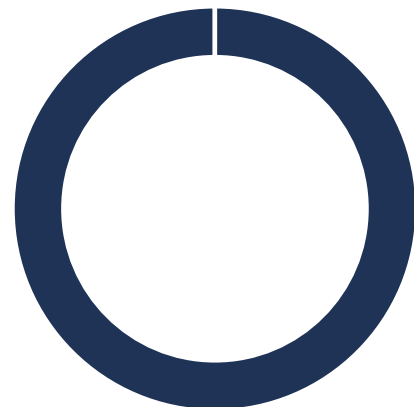
- Freight Transport
- ✓ Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes |||| in develop. ■ no |||| don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

30%

Share of women in company overall



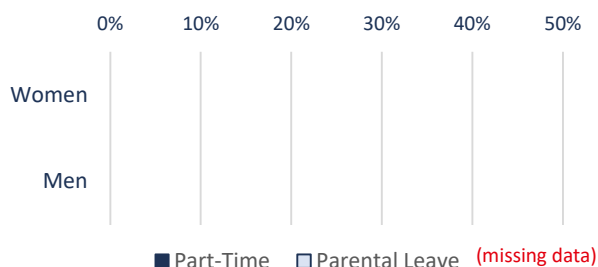
POLICY AREA 3: RECRUITMENT

n.d.%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

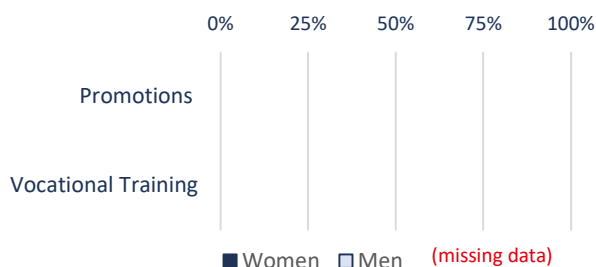


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



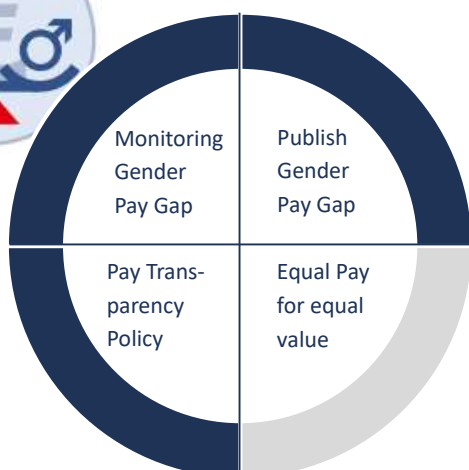
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

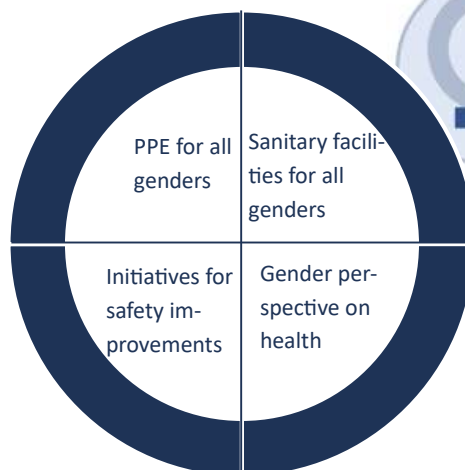
- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- ✓ Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



yes in develop. no don't know no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

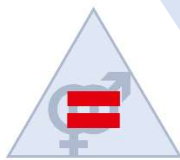
ŽRSM INFRASTRUCTURE



795
employees

BUSINESS FIELDS

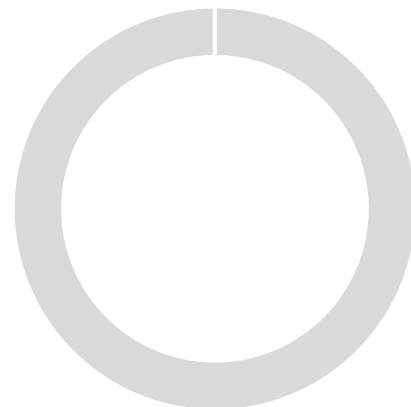
- Freight Transport
- Passenger Transport
- ✓ Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes |||| in develop. ■ no |||| don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

12%

Share of women in company overall



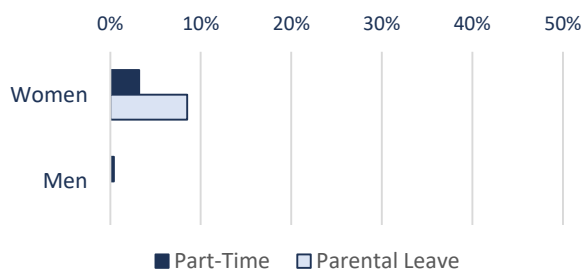
POLICY AREA 3: RECRUITMENT

32%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

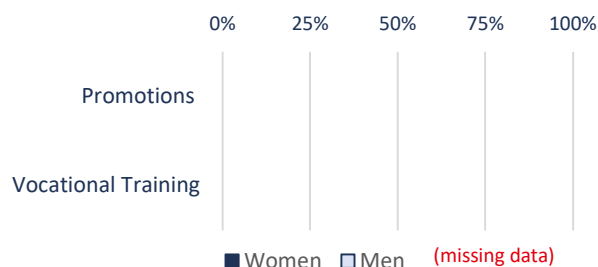


MEASURES TAKEN

- Flexible working schedules
- ✓ Reduction of working time
- Remote working arrangements



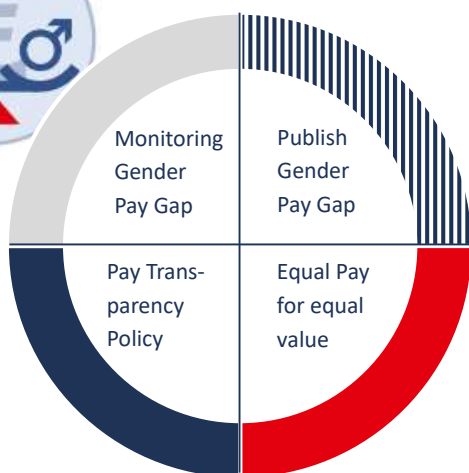
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

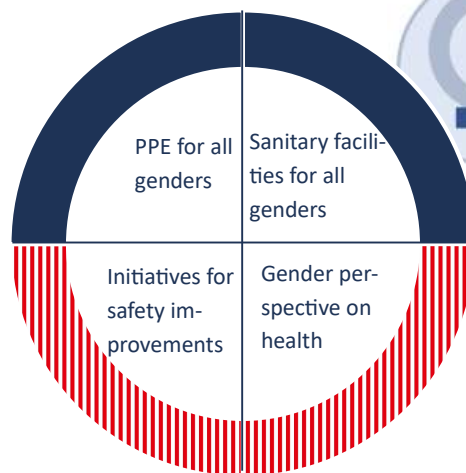
- Internal mentoring programmes
- Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- Reporting system
- ✓ Reporting office / person of trust
- Granting privacy to victim
- Monitoring of procedure / measures
- ✓ Awareness raising

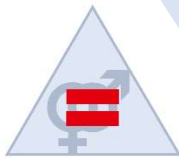
POLSKIE KOLEJE PAŃSTWOWE (PKP)



12,331
employees

BUSINESS FIELDS

- Freight Transport
- Passenger Transport
- Infrastructure Management
- ✓ Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- ▤ Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- ▤ Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ▤ in develop. ■ no ▤ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

36%

Share of women in company overall



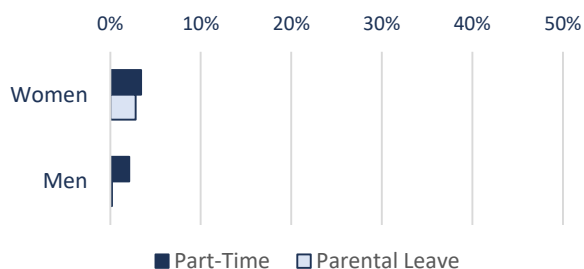
POLICY AREA 3: RECRUITMENT

33%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

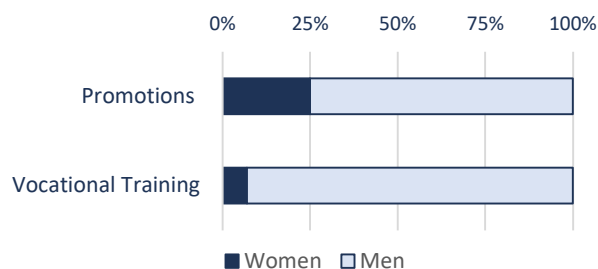


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



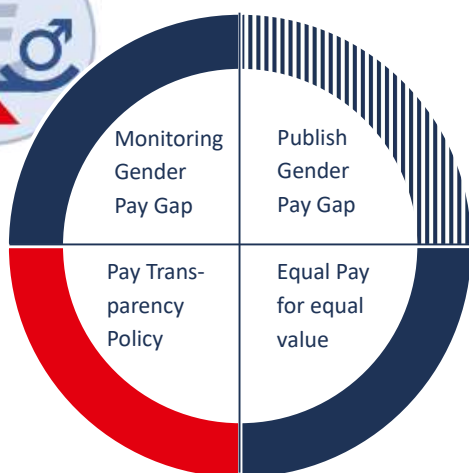
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

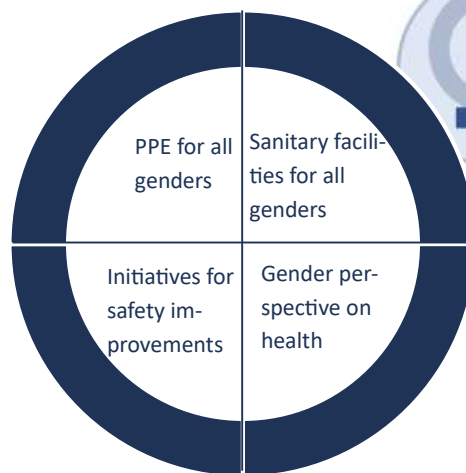
- ✓ Internal mentoring programmes
- Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK

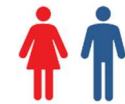


POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

ŽS INFRASTRUCTURE



5,786
employees

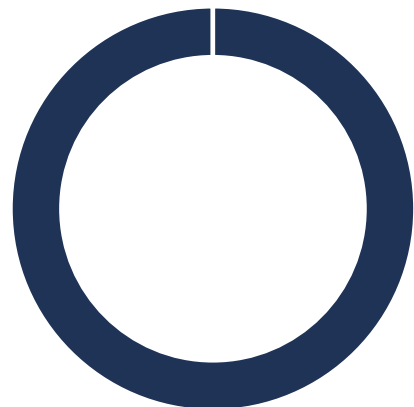
BUSINESS FIELDS

- Freight Transport
- Passenger Transport
- ✓ Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

21%

Share of women in company overall



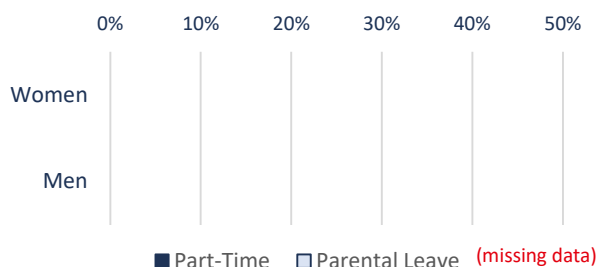
POLICY AREA 3: RECRUITMENT

31%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

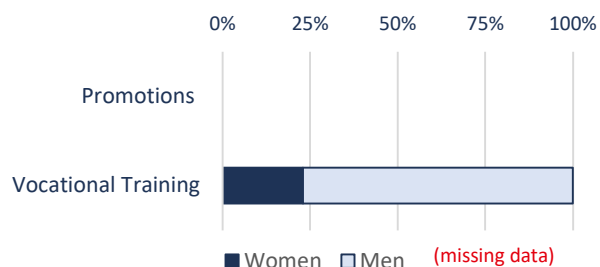


MEASURES TAKEN

Flexible working schedules
Reduction of working time
Remote working arrangements



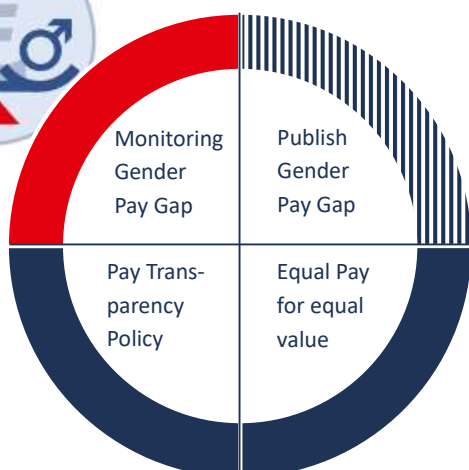
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

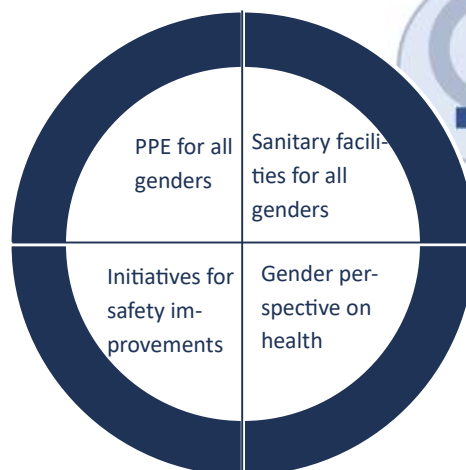
Internal mentoring programmes
Provide access to qualification measures
Strategy for women's career development
Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



yes in develop. no don't know no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim

Monitoring of procedure / measures
Awareness raising

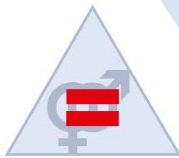
ŽELEZNIČNÁ SLOVENSKEJ REPUBLIKY (ŽSR)




12,707
employees

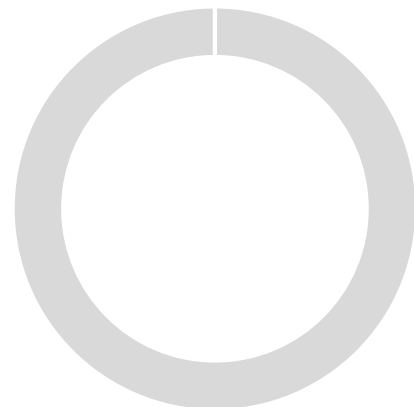
BUSINESS FIELDS

Freight Transport
Passenger Transport
✓ Infrastructure Management
Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes |||| in develop. ■ no |||| don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

25%

Share of women in company overall



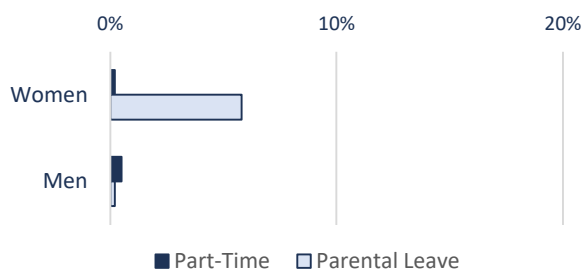
POLICY AREA 3: RECRUITMENT

29%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

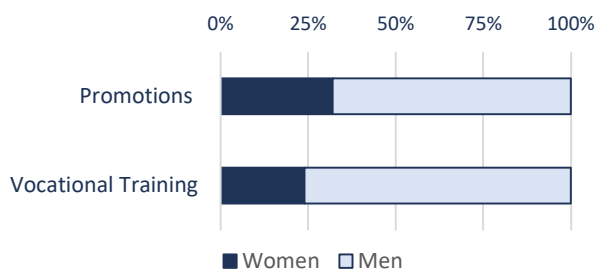


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



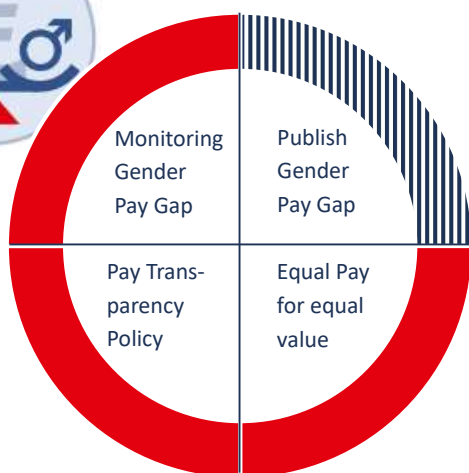
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

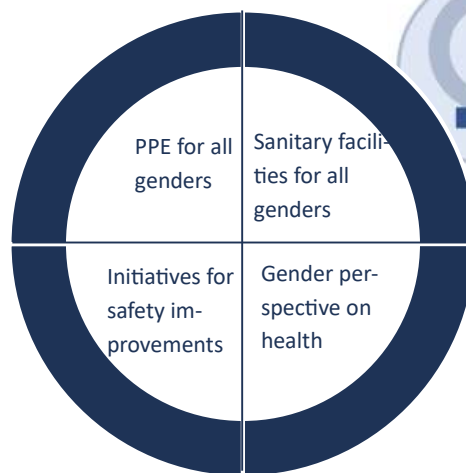
- Internal mentoring programmes
- Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes ▨ in develop. ■ no ▨ don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim

- Monitoring of procedure / measures
- Awareness raising

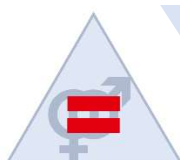
ŽELEZNIČNÁ SPOLOČNOSŤ CARGO



3,771
employees

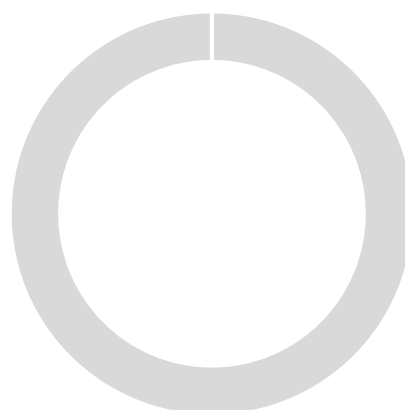
BUSINESS FIELDS

- ✓ Freight Transport
- Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes |||| in develop. ■ no |||| don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

26%

Share of women in company overall



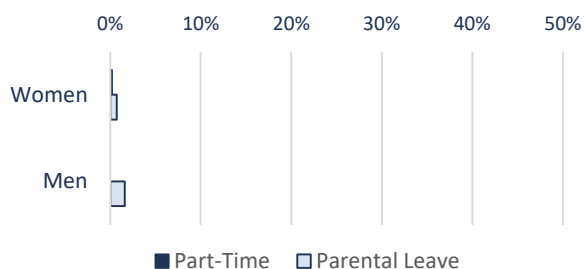
POLICY AREA 3: RECRUITMENT

23%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

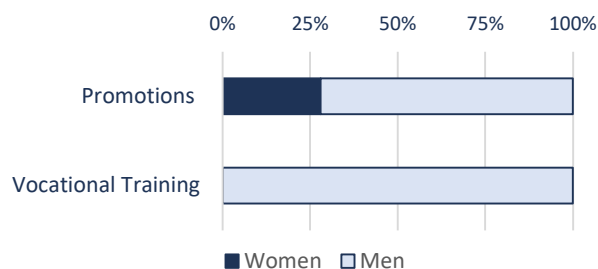


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



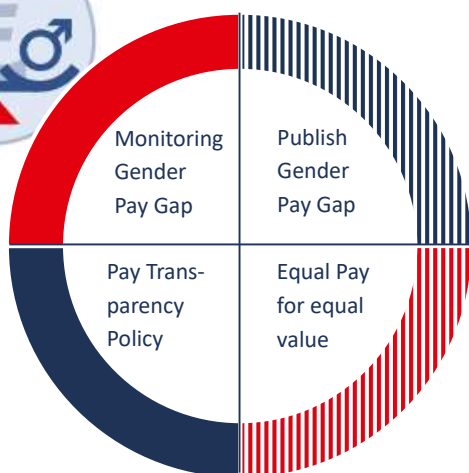
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

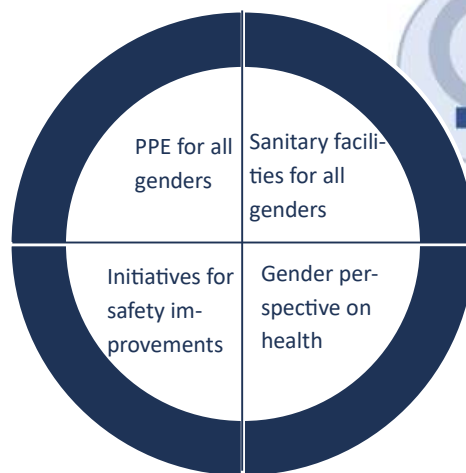
- Internal mentoring programmes
- Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- Reporting system
- Reporting office / person of trust
- ✓ Granting privacy to victim

- Monitoring of procedure / measures
- Awareness raising

ŽELEZNIČNÁ SPOLOČNOSŤ SLOVENSKO (ŽSSK)

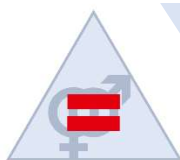


5,240

employees

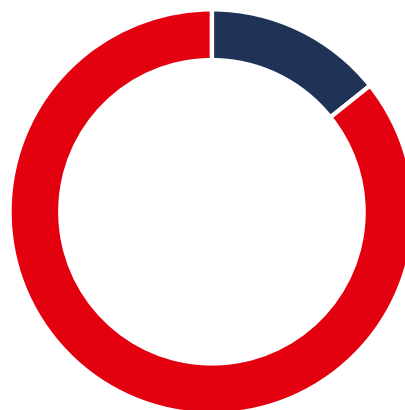
BUSINESS FIELDS

- Freight Transport
- ✓ Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes |||| in develop. ■ no |||| don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

35%

Share of women in company overall



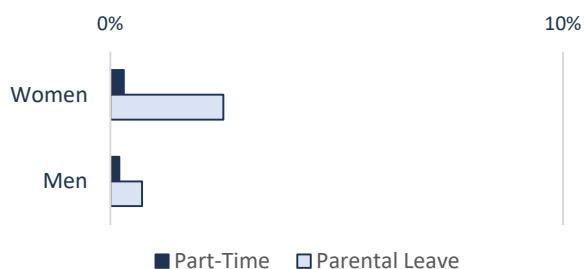
POLICY AREA 3: RECRUITMENT

37%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

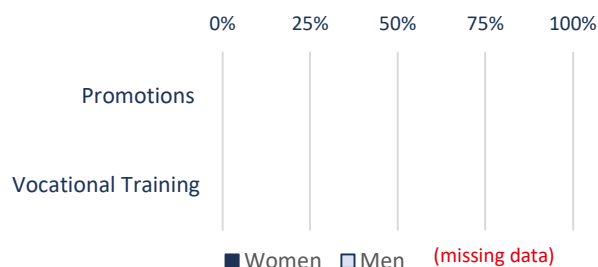


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- Remote working arrangements



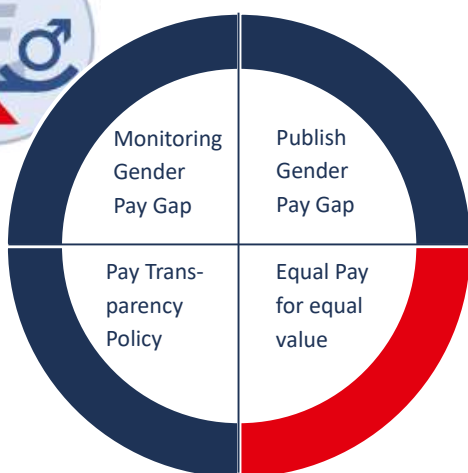
POLICY AREA 5: CAREER DEVELOPMENT



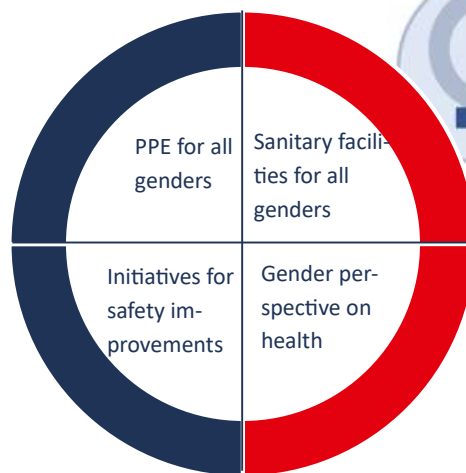
MEASURES TAKEN

- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM




Reporting system
Reporting office / person of trust
Granting privacy to victim

Monitoring of procedure / measures
Awareness raising

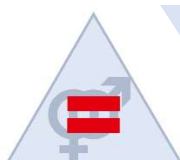
SLOVENSKE ŽELEZNICE (SŽ)




7,102
employees

BUSINESS FIELDS

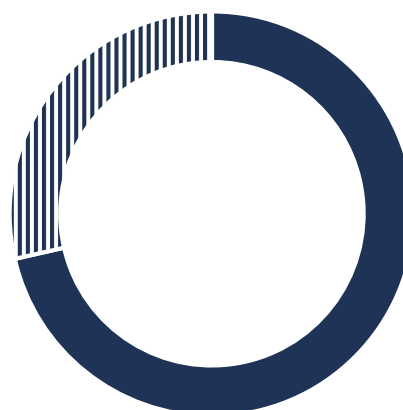
- ✓ Freight Transport
- ✓ Passenger Transport
- ✓ Infrastructure Management
- ✓ Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- ||| Communication strategy for company's policy
- ||| Strategy for monitoring and evaluation



■ yes ||| in develop. ■ no ||| don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

19%

Share of women in company overall



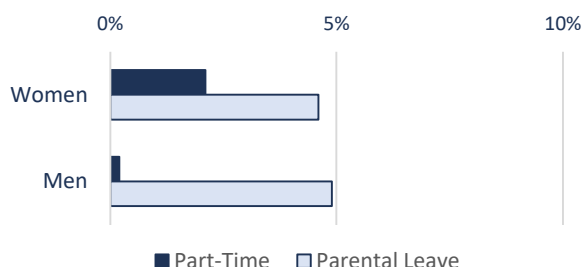
POLICY AREA 3: RECRUITMENT

27%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

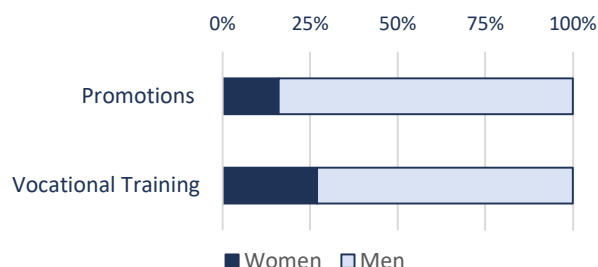


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



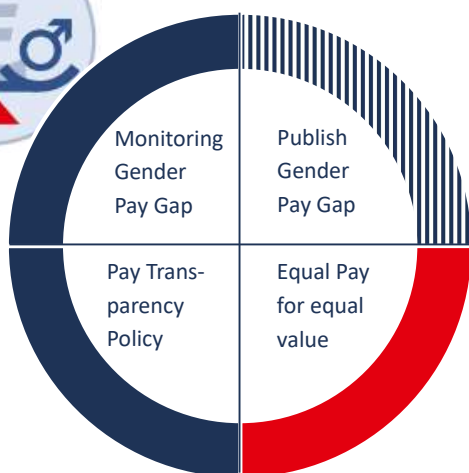
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

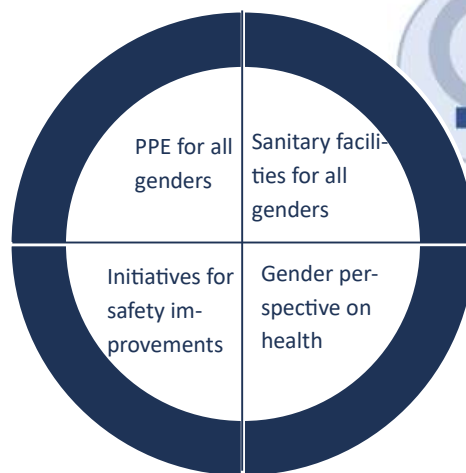
- Internal mentoring programmes
- Provide access to qualification measures
- Strategy for women's career development
- Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

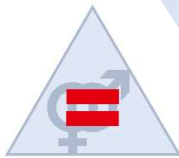
RENFE OPERADORA (RENFE)



15,872
employees

BUSINESS FIELDS

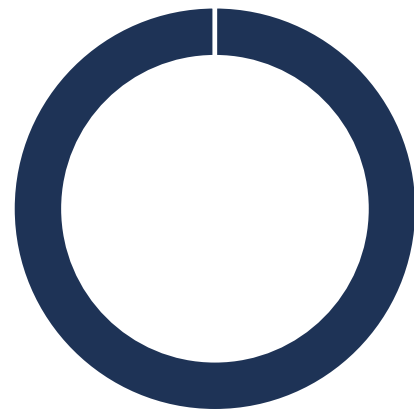
- ✓ Freight Transport
- ✓ Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

21%

Share of women in company overall



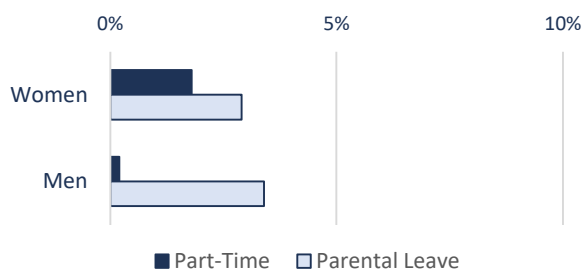
POLICY AREA 3: RECRUITMENT

22%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

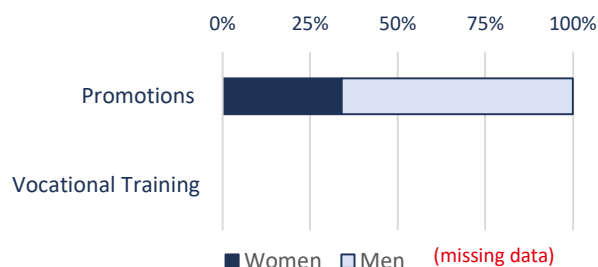


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



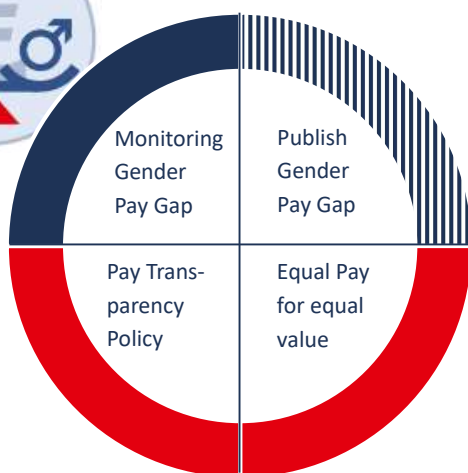
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

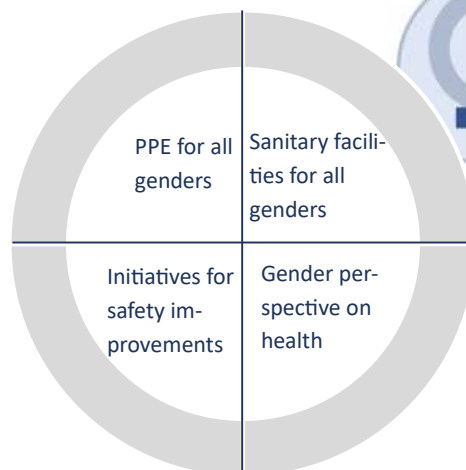
- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- ✓ Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



yes in develop. no don't know no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



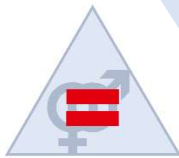
- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising



3,930
employees

BUSINESS FIELDS

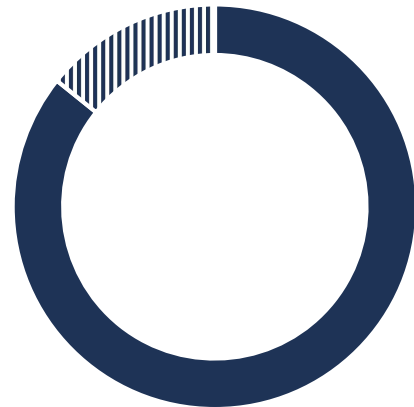
- ✓ Freight Transport
- ✓ Passenger Transport
- ✓ Infrastructure Management Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- ||| Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ||| in develop. ■ no ||| don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

19%

Share of women in company overall



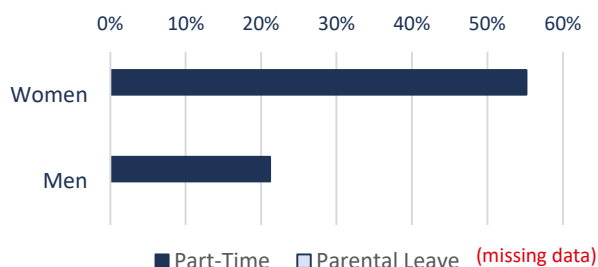
POLICY AREA 3: RECRUITMENT

30%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

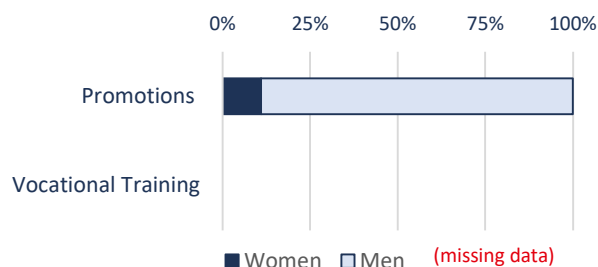


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



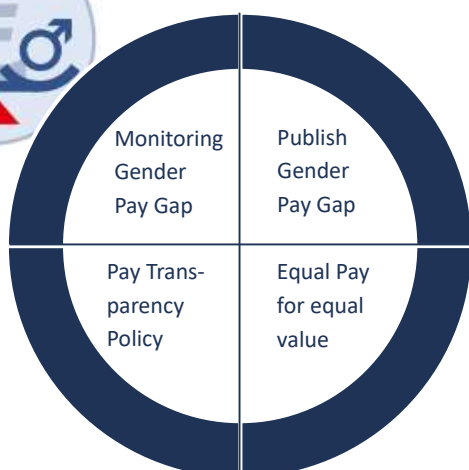
POLICY AREA 5: CAREER DEVELOPMENT



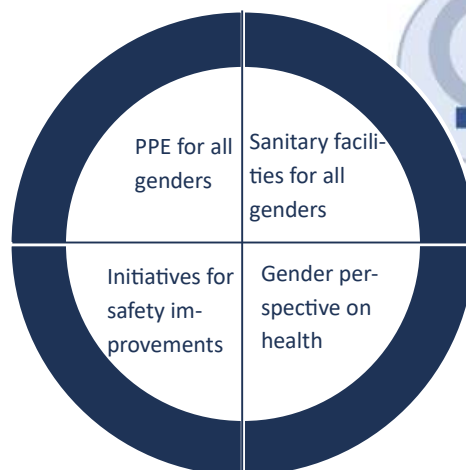
MEASURES TAKEN

- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



yes in develop. no don't know no data

POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

SCHWEIZERISCHE BUNDESBahn (SBB)




32,002
employees

BUSINESS FIELDS

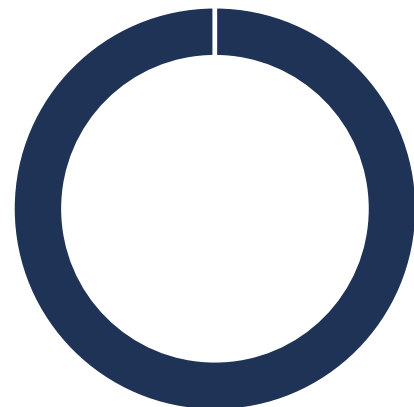
- ✓ Freight Transport
- ✓ Passenger Transport
- ✓ Infrastructure Management
- ✓ Holding



POLICY AREA 1: OVERALL GENDER EQUALITY

ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- Vision on gender equality
- Commitment to ensure gender equality
- Commitment to implement measures
- Statement to combat sexual harassment
- Committed measures against sexual harassment
- Communication strategy for company's policy
- Strategy for monitoring and evaluation



■ yes ■■■ in develop. ■ no ■■■ don't know ■ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

20%

Share of women in company overall



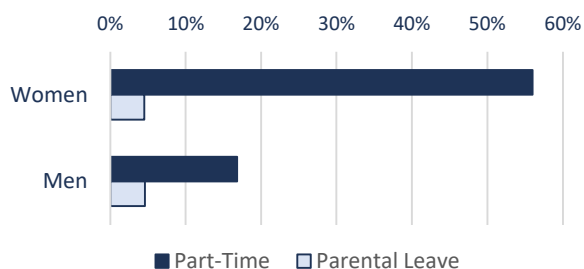
POLICY AREA 3: RECRUITMENT

25%

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

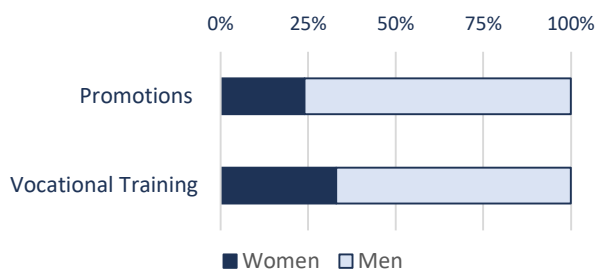


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



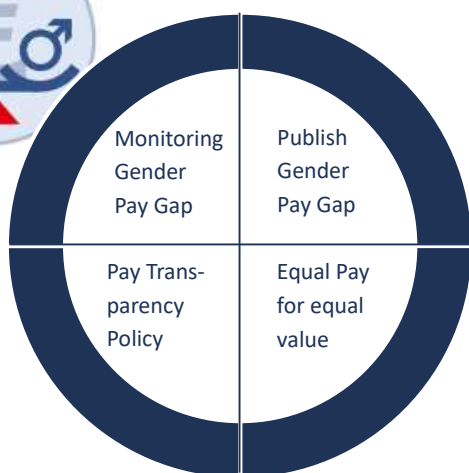
POLICY AREA 5: CAREER DEVELOPMENT



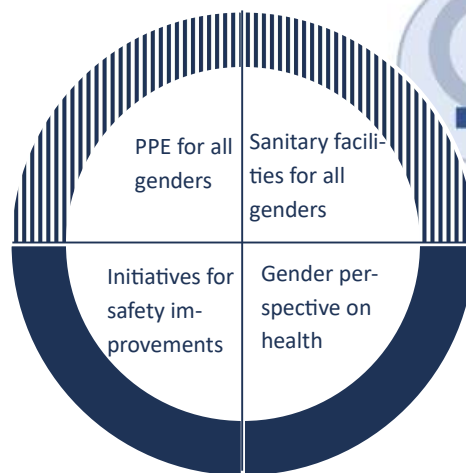
MEASURES TAKEN

- ✓ Internal mentoring programmes
- ✓ Provide access to qualification measures
- ✓ Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



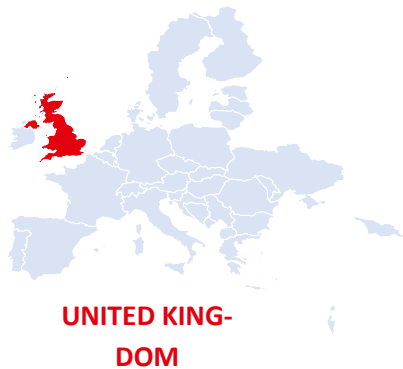
■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- ✓ Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising

RAIL DELIVERY GROUP (RDG)



n.d.
employees

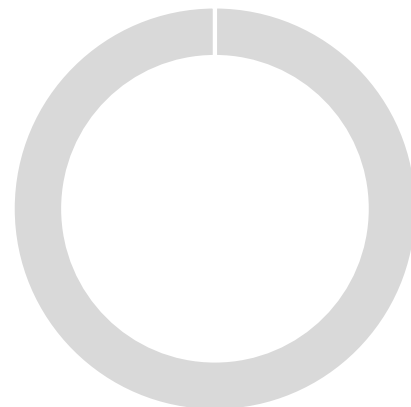
BUSINESS FIELDS

- ✓ Freight Transport
- ✓ Passenger Transport
- Infrastructure Management
- Holding



POLICY AREA 1: OVERALL GENDER EQUALITY ELEMENTS OF COMPANY'S POLICY FOR GENDER EQUALITY

- ☐ Vision on gender equality
- ☐ Commitment to ensure gender equality
- ☐ Commitment to implement measures
- ☐ Statement to combat sexual harassment
- ☐ Committed measures against sexual harassment
- ☐ Communication strategy for company's policy
- ☐ Strategy for monitoring and evaluation



☒ yes
 ☐ in develop.
 ☐ no
 ☐ don't know
 ☐ no data



POLICY AREA 2: GENDER BALANCED REPRESENTATION

n.d.

Share of women in company overall



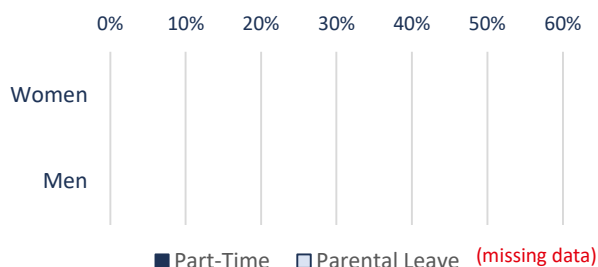
POLICY AREA 3: RECRUITMENT

n.d.

Share of women among entries



POLICY AREA 4: RECONCILIATION OF WORK AND PRIVATE LIFE

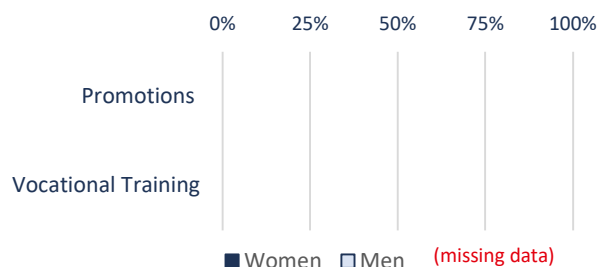


MEASURES TAKEN

- ✓ Flexible working schedules
- ✓ Reduction of working time
- ✓ Remote working arrangements



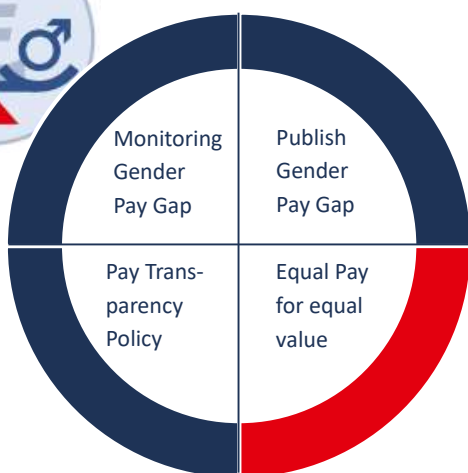
POLICY AREA 5: CAREER DEVELOPMENT



MEASURES TAKEN

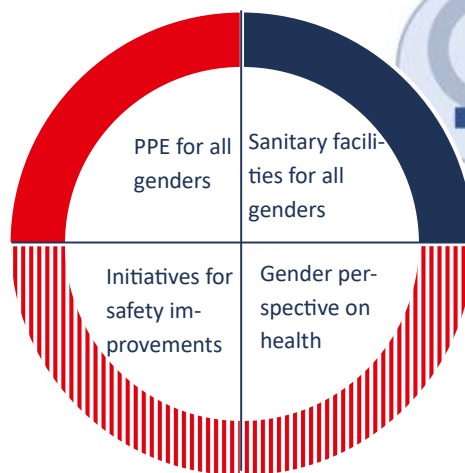
- ✓ Internal mentoring programmes
- Provide access to qualification measures
- Strategy for women's career development
- ✓ Provide resources to support women

POLICY AREA 6: EQUAL PAY AND GENDER PAY GAP



■ yes |||| in develop. ■ no |||| don't know ■ no data

POLICY AREA 7: OCCUPATIONAL HEALTH AND SAFETY AT WORK



POLICY AREA 8: PREVENTING SEXUAL HARASSMENT AND SEXISM



- Reporting system
- ✓ Reporting office / person of trust
- ✓ Granting privacy to victim
- ✓ Monitoring of procedure / measures
- ✓ Awareness raising