

HISPASAT encourages gender equality in personnel selection

- **The Spanish operator joins the project initiated by the Ministry of Health, Social Services and Equality for hiring professionals through blind CVs.**
- **This initiative is part of HISPASAT's Corporate Social Responsibility policy, specifically in the area of promoting equality.**

MADRID, 20 JULY 2017. Spanish satellite communications operator HISPASAT has signed a collaboration agreement with the Ministry of Health, Social Services and Equality to join the project for implementing an anonymous curriculum vitae model for hiring personnel. This project seeks to promote effective equality in treatment and opportunities for women and men in job access and permanence, and aims to move towards a more balanced participation in positions of responsibility.

HISPASAT had already begun to develop different actions to encourage equal opportunities, this project being one of them. Since 2016, the operator had already eliminated gender bias in the selection of curriculums on their website, placing the spotlight on the qualifications and experience of the professional in the first phase of the selection process and ensuring gender confidentiality.

By signing this agreement, HISPASAT confirms its commitment to equality in the workplace. This initiative is part of HISPASAT's Corporate Social Responsibility policy and its commitment to the development of people and the community, and specifically, to promoting equality, an area in which the company is particularly involved due to the low presence of women in the technology sector. According to data from the Ministry of Education, Culture and Sport, only 25% of students who pursue technical careers are women.

The low percentage of female talent in the satellite industry has led HISPASAT to take action in promoting technical careers for young girls through collaboration with other entities that share the same concern. Accordingly, the company organised a workshop in 2016 for girls from ages 9 to 12 in order to stimulate their interest in science and technology as well as develop their creativity and entrepreneurial drive. The activity has continued this year with new STEM initiatives (Science, Technology, Engineering and Mathematics) aimed at girls in order to encourage women to pursue technical studies at the university level and ensure increased female presence on the workforce in the future.

Furthermore, in 2017 HISPASAT has awarded its first "Female Engineer" scholarship to female university students who wanted to undertake postgraduate studies in the aerospace sector. These initiatives aim to help increase the presence of women in the technical professions that satellite companies require in order to balance gender representation on the workforce over the medium and long term.

About HISPASAT

HISPASAT is comprised of companies that have a presence in Spain as well as in Latin America, where its Brazilian affiliate HISPAMAR is based. HISPASAT is a world leader in the distribution and broadcasting of Spanish and Portuguese content, and its satellite fleet is used by important direct-to-

home television (DTH) and high-definition television (HDTV) digital platforms. HISPASAT also provides satellite broadband services and other added value solutions to governments, corporations and telecommunication operators in America, Europe and North Africa. HISPASAT is one of the world's largest companies in its sector in terms of revenue, and the main communications bridge between Europe and the Americas.

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