Committed to understanding the diversity and inclusion in our workforce

- 79 nationalities (23% increase in the last 5 years)
- 64% increase in Iberdrola employees who are willing to share they are disabled

4 GENERATIONS

- 10.4% Gen Z
- 29.9% Gen X
- 42.6% Millennials
- 17.1% Baby Boomers

Distribution by professional category

- Women: 23%
- Men: 77%

- Leadership positions: 5.2% women, 4.8% men
- Qualified technicians: 33.0% women, 67.0% men
- Professional trades and support staff: 4.4% women, 95.6% men

We have implemented countless initiatives to support diverse groups within our community

We have almost 20 Affinity Groups / Employee Networks with +2,300 employees participating

We serve the community

- +12,200 volunteers in the International Corporate Volunteering Programme
- +17.4% in the last year
- +1,100 scholarships and educational incentives awarded
- +20,000 people benefited from social action
- +900 students in our internship programme

Our foundations’ Impact:

- +2,300 employees participating
- +12,200 volunteers in the International Corporate Volunteering Programme
- +17.4% in the last year
- +1,100 scholarships and educational incentives awarded
- +20,000 people benefited from social action
- +900 students in our internship programme