



Press release

Efforts for more team diversity

SPIE at Women & Work trade fair

Bonn, June 8th, 2017 – *At first glance, a multi-technical service provider might not be the only potential employer for women. But those who take a closer look know that SPIE does a great deal to promote the careers of its female staff and help them reconcile work and family life – incidentally, this applies to fathers too. SPIE has plenty to offer, including the So'SPIE Ladies network, a mentoring programme for women, daycare pilot projects and parent-child offices. Those who would like to find out more should pay a visit to the free Women & Work trade fair in Bonn on 17th June. At Stand E3, everything will focus on job opportunities at SPIE – for interns, recent graduates, professionals and women re-entering the workforce.*

Since 2015, the independent European market leader in multi-technical services in the areas of energy and communications has been promoting diversity and women in particular, who are still under-represented in executive positions and tech professions. In concrete terms, this means achieving gender equality in the workplace, building more mixed teams, acquiring new high-potentials and improving the skills of all employees. Group-wide activities such as workshops and idea competitions result in more diversity within SPIE's teams.

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Mentoring programme successfully launched

A new mentoring concept has been developed together with an external expert. In November 2016, ten one-to-one mentoring programs were initially launched. All senior and middle management mentors support female staff with regular meetings. *“The initial feedback was consistently positive,”* reported Lena Reischmann, Head of Training & Development at SPIE GmbH. *“And even though our mentors are really busy, they are happy to spend time helping others within this context. This is clearly a priority.”*

SPIE will be represented at the Women & Work trade fair for the first time. The event will be held at the World Conference Centre in Bonn. Over 7,000 women are expected to attend the event in Germany’s former capital on the banks of the Rhine river. Here, 100 Top4Women-certified companies – including SPIE – will show what career opportunities they provide to women in particular. *“Top4Women has given us excellent guidance throughout the entire process. Together, our goal is to promote women in business and increase their visibility,”* reported Tanja Romar, Coordinator of the So’SPIE women’s network in Germany.

About SPIE GmbH

SPIE GmbH, a subsidiary of the SPIE Group, the independent European market leader for multi-technical services in the areas of energy and communications, is the service-defining and industry-shaping multi-technical service provider in Germany, the German-speaking region and Central Europe. Its service range encompasses technical services for buildings, facilities and infrastructure, from planning and construction through to operation and maintenance. With its solutions, SPIE GmbH sustainably reduces the operating costs of its customers and reduces their CO₂ emissions by roughly 160,000 tonnes per year.

With over 38,000 employees at almost 600 locations in 38 countries, the SPIE Group generated sales of EUR 5.1 billion in 2016.

In addition, the SPIE Group generated sales of EUR 900 million in the “Germany and Central Europe” segment with 5,900 employees at over 70 locations.

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