WE MAKE IT FLY.
India makes it possible
"Make in India" is a great opportunity for us to bring in our expertise of industrial collaborations worldwide and help develop a robust industry.

We have the depth and breadth of aerospace capabilities.

Airbus is India’s aircraft of choice accounting for a vast majority of the in-service fleet and more than 700 aircraft still to be delivered.

Annual sourcing from India at more than US$650 million from 45-plus suppliers.

Uniquely positioned for “Make in India” in Defence.

Building a robust domestic defence industrial base.

Partnership with TATA to build the C295 in India for the Indian Air Force.

The C295 programme is a game-changer for defence manufacturing in India.

Proposing to set up facilities for producing the Panther and H225M helicopters in India in partnership with Mahindra Defence.

The first foreign Original Equipment Manufacturer (OEM) to set up a customer centre dedicated to the civil helicopter market in India.

Indigenisation experience with HAL: 600+ Cheetah/Cheetah helicopters built since 1962.

In India, Airbus has been leading the domestic civil and para-public helicopter market, accounting for more than half of the new registered deliveries since 2010.
FOREWORD

Any talk of Airbus and India comes soaked in a rich history of collaboration and symbiotic growth. For half a century, technology and know-how from our company has catalysed the growth of India’s aerospace sector, while Airbus has found in the country not just a fast-growing market for its products and services but also a base, a strategic resource hub for emerging technologies and world-class R&D.

It is a trusted, mutually empowering relationship that goes back more than fifty years when we partnered the Hindustan Aeronautics Limited to produce the first Chetak and Cheetah helicopters that are flying the skies in India and abroad. Not much later we delivered the first Airbus 300 twin aisle aircraft to the erstwhile Indian Airlines, now Air India.

Today, Airbus is India’s aircraft of choice, accounting for a vast majority of the in-service fleet and an order book that will see us delivering to Indian carriers, on an average, one aircraft a week for the next 10 years.

We have strong affinities to India and a keen will to weave our destinies together. That is why “Make in India” is at the heart of our local business strategy, and we are proud to say that every Airbus commercial aircraft manufactured today is partly made in India. We not only support 7,000 jobs but are also constantly increasing India’s contribution to our global products through high quality procurement from our Indian suppliers (worth more than US$650 million/ year). What’s more, we are supporting India’s rapid growth in the civil aviation sector through our modern training centres to train pilots and maintenance engineers in Delhi NCR and Bengaluru respectively.

In 2021, India formalised the acquisition of 56 Airbus C295 aircraft to replace the Indian Air Force (IAF) legacy AVRO fleet, opening the doors to the first ‘Make in India’ aerospace programme for the private sector. The C295 programme will put India on the global map of prominent aircraft manufacturing countries, serving not only the Indian Air Force well but also the Government of India’s vision of an ‘Aatmanirbhar Bharat’.

At Airbus, we bring a convincing track record of developing our Indian industrial partners, and we are uniquely positioned to link them together in a tightly knit and vibrant aerospace and defence sector. It is our firm belief that technology and talent are the key to unlocking the enormous potential of the region. Our world-class engineering centre in Bengaluru is a critical design and technology hub for Airbus which, alongside our state-of-the-art information management centre, has been leveraging what is perhaps the largest engineering and Information Technology (IT) partner ecosystems in the world.

As a part of Airbus’ global innovation strategy, we are bringing together start-ups (entrepreneurs) and Airbus “intrapreneurs” (internal entrepreneurs) to work and speed up the transformation of their innovative ideas into valuable businesses.

All this to say India is at the heart of Airbus. We are confident that India is well on its way to achieving its ambitions in the aerospace and defence sector and Airbus is privileged to be a leading partner in this endeavour.

Rémi Maillard
President & MD, Airbus India & South Asia
Airbus’ relationship with India started some half a century ago with the delivery of the first Airbus 300 twin-aisle aircraft to the erstwhile Indian Airlines, now Air India. It has a proud and prominent presence in the Indian skies, accounting for a vast majority of the in-service fleet and with more than 700 aircraft still to be delivered. The A320 Family is the airliner of choice in the discerning Indian market, with Delhi being the world’s busiest A320 airport.

From working with Indian suppliers and innovators to contributing with its global expertise in training and services, Airbus has been fostering cooperation and supporting the development of the Indian aerospace and aviation ecosystem. The company has a formidable track record of successfully integrating Indian industry into its products.
The year 2007 marked the ‘entry into service’ for the engineering team. Since then the team has grown strongly and steadily, with more than 700 engineers. The team supports all the three divisions - Commercial, Helicopters and Defense and Space - while also working with other Airbus entities, including in France, Germany, UK, Spain, Canada, China and the United States, making the Bengaluru engineering team an integral part of Airbus.

The biggest part of the engineering team activities is for commercial aircraft. We provide engineering solutions to our global Centers of Competencies for Flight Physics, Airframe, Systems, Flight Test & Propulsion. We also have activities for Customer Services, Manufacturing Engineering and for some Airbus subsidiaries. We support the design cycle of most of the Airbus aircraft like A220, A320, A330, A350, A380 and Beluga. We also support new programmes such as A321XLR, A350F and Research & Technology, including digital transformation which will enable future projects like ZEROe.
Supply Chain & Partner Ecosystem

Indian companies are an integral part of Airbus’ global supply chain and they contribute to a range of Airbus aircraft programmes supporting the design, development and manufacturing of components and assemblies. Dynamatic Technologies has partnered with Airbus’ tier-1 supplier Spirit Aerostructures for the assembly of Flap Track Beams (FTB) for the A320 Family. Dynamatic Technologies is also the single source Tier 1 supplier for the assembly of FTBs for the A330 Family.

Aequs Aerospace has India’s first vertically integrated aerospace manufacturing ecosystem and co-located capabilities to cater to end-to-end manufacturing value streams. Aequs Manufacturing is the largest supplier from India providing machined parts, forgings and aerostuctures both as a Tier 1 and Tier 2 supplier to Airbus. In addition, subsidiaries of the Tatas such as Tata Advanced Systems (TASL), Tata Advanced Materials Limited (TAML) and Tata Automation Ltd (TAL) are an integral part of Airbus supply chain in India supporting Defence programmes and Commercial work packages. Manufacturing suppliers are producing various parts for multiple aircraft programmes. Mahindra Aerostructures has been developed as a Tier 1 supplier of sheet metal parts for Airbus. Other Indian manufacturers such as CIM Tools, Wipro Infrastructures and Sansera supply machined and sheet metal parts to Airbus as Tier 2 suppliers.

Besides these, global major Tier 1s also supply to Airbus through their subsidiaries in India. The key ones are Raytheon Technologies (ex-UTAS) for cargo loading and evacuation systems, SEEFEE, GKN for harnesses and TE Connectivity for connectors. Many other global majors like Magelan, Gardner, Eaton, Lufaik, etc have also engaged with Airbus India on different Airbus programmes.

AIRBUS INDIA PLAYS A KEY ROLE IN THE MATURITY DEVELOPMENT OF ITS INDUSTRIAL AND SERVICES SUPPLY BASE THROUGH ACTIVE AND DIRECT INVOLVEMENT IN ALL DELIVERIES.

Our partners also play a key role in the digital transformation of Airbus and Innovation of Digital services for its customers through a vibrant & dynamic technology ecosystem.

Airbus also supports companies such as Larsen & Toubro, AXISCADES, QuEST, Infosys, Wipro, Tata Technologies, Tata Consultancy Services, HCL and Tech Mahindra along with global tier 1s such as Cappemini, Accenture, Sona, Erpeo and Alten to expand their aerospace and aviation capabilities in India through various programmes such as Skywise, Digital Transformation, Dedicated Design Centres, Information Management Centre & Engineering Centre of Competence.

Today, Airbus is leading the development of local capabilities in the aerospace and defence industry for IT, Digital, Design, Engineering, Innovation, Manufacturing and Customers Services through its supply chain partners in India.
Airbus procurement from India exceeds US$650 million annually, both as direct and indirect sourcing. More than 45 suppliers, both public and private, are engaged in providing engineering, manufacturing, digital, innovation and customer services solutions to Airbus for all the commercial platforms from A320 to A350 as well as for several helicopter and defence platforms.

**Commodities mix**

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AS - Aerostuctures  MAT - Materials  IT - Information Technology  CAB - Cabin and Interiors  ENGG - Engineering

**Suppliers mix**

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CUSTOMER SERVICES
SOUTH ASIA

Airbus accords priority to providing fast and easily accessible support and services to our customers in the region to help them adapt and thrive in a dynamic business environment.

Since 2018, Airbus has set up Customer Services organisations dedicated to the South Asia region covering India, Sri Lanka, Bangladesh, Bhutan, Nepal and Maldives, and since 2021 has begun supporting customers in Mauritius and Seychelles as well.

Based in New Delhi and Bengaluru, a growing team of more than 150 members provide:

- **Customer Support**
- **Field Service**
- **Multi-Programme Support**
- **Tailored Support Programme (TSP)**
- **Quality Management**
- **Maintenance and Flight Training Services and Business Development**

The Fleet Technical Management team provides additional support to airlines not only in the region but globally as well. The Customer Services team also covers Airbus’ fully owned subsidiaries – Satair for spare parts distribution and Navblue for flight operations services. Other functions such as Flight Operations Support, Engineering & Maintenance Support and Technical Data Support are well integrated among the different teams within Airbus.

With its unique “think global, act local” approach, the Airbus Customer Services team aims to maximise benefits for its customers. Improved geographic proximity to the services team, relevant experts with deep regional knowhow being available in the same time zone and faster access to spares and services help Airbus customers maximise the operational efficiency and reliability of their fleet.
The training centres in India are a part of the Airbus worldwide training network, offering local, pragmatic training solutions and have become a partner of choice for safe and reliable operations of Airbus aircraft.

Located in the National Capital Region (NCR) and in Bengaluru, the Airbus India Training Centre offers a comprehensive range of training courses for pilots and maintenance personnel by using the Airbus OEM expertise, innovative courseware, highly qualified instructors, and the most advanced training technologies available in the market, including:

- Full Flight Simulators
- Virtual Reality Trainers
- Flight Training Devices

In 2019, Airbus’ first wholly owned training centre in Asia with two Full Flight Simulators was inaugurated in Gurugram, Haryana.

The Airbus India Training Centre is also working on innovating and diversifying its services to cater to the growing and dynamic Indian civil aviation market with a partnership to provide Drone Training in the near future.
To ensure the maximum availability and reliability of the operator’s aircraft, Airbus offers a wide range of services on Maintenance & Engineering and Material Management, Maintenance Repair and Overhaul (MROs) centres and Original Equipment Manufacturers (OEMs).

Components Services by Airbus Flight Hour Services (FHS) guarantees spare parts availability through an exclusive onsite stock at the airline’s main base and at select outstations as well as through a mutual pool access service and state-of-the-art repair service. Airbus FHS uses only Original Equipment Maker and Airbus approved repair solutions to ensure maximum quality and reliability in our component pools. In addition, through our FHS reliability programmes we track and improve the component performance of airlines.

FHS and Satair have combined their strengths to offer a full range of material solutions to fit any maintenance strategy.

For customers seeking more comprehensive solutions, FHS-TSP combines FHS Components with engineering services and/or airframe maintenance. The Airbus FHS-TSP team enables airlines to improve their daily utilisation and enhance passenger satisfaction.

**AIRBUS PROPOSES AN APPROACH THROUGH MODULES:**
- Immediate Advantage,
- Engineering Booster,
- Engineering Cruise and Full Fleet Maintenance: to boost the fleet performance of airlines on top of the FHS-Component thus enabling Airbus and airline staff to work together to innovate and develop processes organically.

The full scope of the offer guarantees On-Time Performance (OTP) covering technical, logistic and maintenance delays for an aircraft, bringing together experienced operational, engineering, planning and material management experts under the same roof.

Since 2014, Airbus FHS - TSP India has been offering FHS-Components and TSP Services with a high level of customer satisfaction. This led to a new contract between Vistara and Airbus for covering its extended fleet of 75 aircraft under TSP-FHS service.

This is one of the biggest TSP deals signed worldwide.
The Fleet Technical Management (FTM) Central Team, Bengaluru, entered into service in September 2021 as part of the Customer Services initiative to increase operational performance, reduce maintenance cost and support the continuing airworthiness of our customers’ fleets. The FTM Central Team, composed of industry experts, provides support for CAMO activities on all Airbus programmes to a global customer base.

The FTM Central Team is co-located with the Airbus India engineering and information management teams in Bengaluru, thereby creating an ecosystem with deep focus on the quality of deliverables while keeping customer centricity at the core.

The Fleet Technical Management (FTM-CT)

THE BROAD SCOPE OF ACTIVITIES UNDERTAKEN BY THE FTM CENTRAL TEAM ARE AS FOLLOWS:

- **Technical Records**
  - Updating MIS, document archiving, customised report preparation, end of lease activities.

- **Maintenance Planning**
  - Planning of scheduled and unscheduled tasks as per aircraft and resource availability.

- **Engineering**
  - Technical publication control, monitoring and recommendation, Technical Library, Reliability Control Programme, Customized Maintenance Programme creation.
  - Dedicated support provided as per trade:
    - Systems and Avionics
    - Structures and Cabin
    - APU and Powerplant
    - Reliability, Configuration Control and Maintenance Programme

- **24X7 monitoring of the fleet with strong connection to AIRTAC to avoid AOG / Delays. (To be launched)**

We Make It Fly. India Makes It Possible

We Make It Fly. India Makes It Possible

We Make It Fly. India Makes It Possible
Airbus began expanding its Information Management capabilities in India in 2018 to establish a Global Capability Centre that supports all divisions worldwide. Today, the Centre focuses on in-sourcing core capabilities across four main dimensions:

- Modernising the core such as ERP and PLM systems to support the Aircraft Design Engineering activities, Airbus Manufacturing plants and Final Assembly Lines.
- Powering Digital capabilities such as Big Data, IoT, AI, Cloud Computing, Airline Sciences and Cyber Security.
- Enabling strategic transformation initiatives such as DDMS and Skywise.
- IT Infrastructure support to Airbus centres in multiple countries.

The IM Centre is run by more than 600 highly skilled IT professionals and caters to a business volume of US$30 million. It also collaborates with the local IT ecosystem and generates business opportunities of US$3 million annually. The Centre uses virtual computing to reduce its carbon footprint. In 2021 the overall Airbus IM domain’s carbon footprint target of -3% has been overachieved with -7%. The Centre in India is built to cater to the needs of differently abled employees.

Airbus IM aims to grow in India following the vision of building the Information Management Systems and associated competencies that will enable Airbus to pioneer sustainable aerospace for a safe and united world.
With the signing of the contract for 56 C295 aircraft for the replacement of the Indian Air Force’s Avro fleet, Airbus looks forward to establishing itself as a reliable partner to the Indian armed forces. The C295 programme is a game-changer for defence manufacturing in India as it will be the first fixed-wing aircraft manufacturing facility in the private sector in the country. This ‘Make in India’ programme demonstrates Airbus’ commitment to the Government of India’s mission for ‘Aatmanirbhar Bharat’ (self-reliant India). Together with our industrial partner, the Tatas, we will set up a Final Assembly Line (FAL) in India to produce the C295 military transport aircraft.

Airbus will also be offering the proven force multiplier A330 Multi-Role Tanker Transport (MRTT) aircraft to the IAF to meet its long-term strategic requirements. Moving beyond a traditional buyer-seller relationship, Airbus is furthering India’s efforts to build a robust indigenous military-industrial complex through transfer of technology and joint development and production with local partners. This is demonstrated by the collaborative projects Airbus has successfully delivered with Indian defence R&D bodies such as Defence Research & Development Organisation (DRDO) and the private industry. Airbus and DRDO have collaborated on the development of an indigenous missile approach warning system. The system is produced locally for India’s Cheetah and Chetak helicopter fleet. Airbus has also supported DRDO in a consultative capacity on India’s indigenous Airborne Early Warning & Control System (AEW&C).

Airbus continues to deliver products and services for Indian space programmes and is always looking for the right opportunities to deepen the collaborative relationship with the Department of Space as well as Indian private industry.
Airbus Helicopters was the first foreign Original Equipment Manufacturer (OEM) to set-up a customer centre dedicated to the Indian market, with a presence in key cities across the country since 2010.

Airbus is focusing on the Naval Utility Helicopter (NUH) and the Indian Multi-Role Helicopter (IMRH) acquisition programmes in India in partnership with Mahindra Defence. Airbus’ commitment to building a robust indigenous military-industrial complex is demonstrated by the offer to set up the complete production capability for the Panther helicopter in India in partnership with the Mahindra group for the NUH programme.

Airbus has been leading the domestic civil and para-public helicopter market, accounting for more than half of the new registered deliveries since 2010. Currently, there are more than 100 Airbus helicopters, including best-in-class platforms such as H125, H130, H135, Dauphin and the recently delivered H145 that are used by operators throughout India, particularly in the oil and gas, commercial and business aviation segments. Pawan Hans, the national helicopter operator, owns the world’s largest fleet of civil Dauphin helicopters.

Airbus is also playing an active role in developing new market segments in India such as Helicopter Emergency Medical Services (HEMS), Power Transmission lines stringing, security, Aerial Works, etc. Recently, the first official HEMS service was launched in India by the state of Karnataka, followed by the AIIMS hospital in Dehradun, using Airbus H130 helicopters. Supported by a team of highly trained professionals based in India, Airbus provides a full suite of support and services – spares & logistics, technical assistance, maintenance, training, retrofit and customisation – to its customers in India.

Airbus Helicopters signed an initial license agreement with Hindustan Aeronautics Limited (HAL) in 1962 allowing the latter to manufacture the Alouette III rotorcraft in India. In 1970, this agreement was expanded to include the production under license of Lama. In India, these helicopters are known as Chetak and Cheetah respectively. Till date, HAL has produced more than 600 of them.

Airbus is bringing the latest generation technology to India, which can help develop local knowhow while enhancing safety standards.

The first H130s were inducted in 2015 in India and have performed outstandingly, setting new standards in the single-engine segment in a hot and high environment.

Airbus has delivered India’s first fully customised ACH145 helicopter to Mr. Adar Poonawalla, CEO and Executive Director of Serum Institute of India, the world’s largest vaccine manufacturer by doses.

This marked the entry of the highly successful twin-engine helicopter into India’s private and business aviation market.
This strategic innovation unit is focused on rapid formation and scaling of disruptive ventures to facilitate aerospace transformation. Airbus Scale’s main aims are to strategically position Airbus in new markets, amplifying the profitability and sustainability of Airbus’ core business and to be the industry’s smoothest interface for startups and innovation.

Airbus Scale is designed to leverage Airbus’ rich and diverse assets beyond the core business to monetise these assets in conjunction with global technology, talent, and access to the external investment markets to create real impact at scale. We work towards clear business objectives, revenue growth and evolution in ways of working at Airbus, focusing on whatever needs to be done for success. At Airbus Scale the required impact is a constant, how we strive to achieve it varies — not the other way around.

**WE MAKE IT INNOVATIVE**

In 2020-21, Airbus management decided to merge multiple innovation vehicles (BizLab, Fast Group, Airbus China Innovation Centre, XTX, Global Technology Scouting, Airbus Innovation Federation etc) under one roof. This new innovation department is Airbus Scale.

In 2020-21, Airbus management decided to merge multiple innovation vehicles (BizLab, Fast Group, Airbus China Innovation Centre, XTX, Global Technology Scouting, Airbus Innovation Federation etc) under one roof. This new innovation department is Airbus Scale.

**OUR MISSION IS:**

TO ANTICIPATE the trends that could disrupt the future of the aerospace industry and evaluate them to identify, design and build new business models at speed and scale.  

LEVERAGING & MONETISING Airbus business and technical assets outside of corporate boundaries with a value generation potential of +700 MEUR by 2026.  

TO BE THE RELEVANT corporate venturing vehicle in our company excelling in execution and go to market of our innovations.  

TO BE THE REFERENCE for effectively partnering with startups within our industry.  

TO SUPPORT AND GUIDE the innovation internal and external ecosystem in its development with the objective to increase the impact (Value, ROI, SDG) and visibility of Airbus as an innovative & sustainable company.

**Five main pillars of Airbus Scale in India are:**

**Open Innovation:**  
Focus on co-creating new technologies with customers, suppliers, partners, government departments etc. for innovations beyond current segments.

**Company Building:**  
Taking problem statements of importance in the ecosystem to ideate, build and scale startups from the ground up and increase Airbus capacity to invest for the future. The companies created here will be independent organizations providing solutions with Airbus having a stake in the created entity to ensure the right combination of growth, profitability and resilience. The core team of the company can be from within Airbus (Intrapreneurs) or the team can be created from resources outside Airbus with the help and guidance from various Airbus teams.

**Joint Research:**  
Bringing together academia and Airbus experts to research on specific technologies and pioneer sustainable aerospace for a safe and united world.

**Tech Industrialisation:**  
The tried and tested startup engagement programme of Airbus India, through which, we identify and bring on-board startups with technologies and solutions of interest for our ambitions and priorities. The startups get access to our experts, data and other resources for adapting their technologies to our needs. If the final product/solution meets the expectations and standards of Airbus, we will work towards signing a partnership or commercial contract with the startups, which makes them either a supplier or a partner. Post which, we will work on scaling and industrialising the solution/technology for Airbus operations or to take to market in the sectors we cater.

**Tech Scouting:**  
The Global Technology Scouting team actively explores regional technology trends across geographies to support challenges within Airbus and address them keeping in mind our goals and priorities. The team relies on rich, dependable information analysis which enables critical insights & rationale for intelligent shaping and positioning of technologies on a global scale. Working with the stakeholders in identifying risks, blocking points and deficiencies to lead the transformation of the aerospace industry while meeting environmental, societal & governance expectations.
Inclusive

Airbus believes that a diverse group of people bring in diverse ideas, triggering more engagement, creativity and performance. The company fosters an inclusive and friendly environment and encourages sharing and collaboration.

To create awareness on Inclusion & Diversity within the company, Employee Resource Groups (ERG) have been created. ERG consists of volunteers, working towards harnessing the potential of employees in a more responsible, safe, inclusive and balanced environment and also to create greater business impact and employee engagement. The volunteers in below chapters actively promote inclusion and diversity at all levels.

Women India Network

A network of women employees has been created with the aim that women can share their stories, challenges, and learnings. This platform actively thrives on coaching and leadership development. Across India, leadership exposure sessions and self-defense workshops have been conducted. The group works closely with the objectives of Airbus by enhancing and empowering women workforce.

In 2021 under the umbrella of Women India Network, an initiative of WiSTEM was launched with active leadership participation, to encourage women to develop in technical expert and technical leadership roles. The initiative was launched by Sabine Klaue, CTO Airbus, Denis Bertin, HO Engineering and COO, Airbus India and Sunraj Chettri, Regional Director HR, India and South Asia.

STEM

With the aim of building awareness about Science, Technology, Engineering, and Mathematics (STEM) career options among girls in the under-privileged segment of the society, Airbus targeted various government schools in partnership with an NGO in Bangalore and Gurgaon locations.

This STEM programme is called YouTech, under this programme the company will continue to build awareness around STEM among young girls and underprivileged children with an objective to inspire them to explore the exciting world of technology.

PRIDE at Airbus

Airbus is committed to ensuring an open and inclusive environment to members of the LGBT+ community in order for each person to feel respected and valued in their place of work. The company has made strides to this end with the launch of the Pride@ Airbus India employee network and has conducted awareness sessions on inclusion of LGBTQ+ members to nurture the inclusive culture and is also working towards creating Ally network as part of building a supportive ecosystem.

Balance for Business

Airbus engages and empowers talent through mentorship programmes, leadership development, coaching, and sponsorships. This platform actively focuses on multigenerational and cultural workforce integration through sensitisation workshops breaking stereotypes, which is essential for Airbus with its diverse workforce. The community strives to empower and engage all employees by harnessing expertise and potential irrespective of their diverse background. Other initiatives like institutionalising work from home policy, training on unleashing potential of the employees, Mental Well Being, also reiterate the principles of Balance for Business.

Differently Abled

The objective of Differently Abled pillar is to create a more inclusive environment where differences are recognized, understood, appreciated, and utilized to its full potential and to make Airbus a better place to work for every uniqueness. Airbus India has conducted work environment assessment audits in Bangalore and Delhi sites and has taken steps to implement disability-friendly workplace refurbishments in Bangalore to welcome differently abled members. The company has partnered with network companies to attract differently abled talent pool into the organisation. The idea in future is to create a differently abled friendly workplace in upcoming sites to work towards preparing our environment to welcome every uniqueness of candidates selected.
The Employer Branding Institute and World HRD Congress recognized Airbus as the ‘Dream Companies to Work’ in October 2020. The Congress acknowledged the company to be an Employer of Choice for Talent in the region. Airbus India was also honored to receive awards at AccelHERate 2021 held in Bengaluru.

It was recognized as one of the top five companies at AccelHERate 2021 under the following categories:

- Most Innovative Practices
  - Women Returnee Programs
- Most Innovative Practices
  - Women Leadership Development
- Most Innovative Practices
  - DivHERsity Programs
- Companies in DivHERsity
  - (Large Enterprises)
- DivHERsity Champions
  - (Large Enterprises)

Airbus India was also in the TOP 20 for most innovative practices in 7 categories:

- Large Enterprises
- Women Returnee Programmes
- Leadership and Development Programmes
- Women Leadership Development
- DivHERsity Policies
- DivHERsity Programmes
- DivHERsity Champions

The winners were selected after an in-depth survey of more than 300 companies of various sizes, spread across different industries and cities.

In the past, Airbus India has also been recognized with ‘National Best Employer Award’ by the 28th World HRD Congress and ET Now in 2019 for its distinctive and inspirational people practices and culture.
Airbus believes that contributing to the well-being of the communities in which it works is an ethical imperative. In India, we are working with local communities to create shared values in areas such as environment protection, education and healthcare. Our programmes are aligned with the UN Sustainable goals.

India bio-diversity programme

Under the aegis of Airbus Foundation, Airbus works in partnership with the United Nations Development Programmes (UNDP), Global Environment Facility – Small Grants Programme (GEFSGP), Ministry of Environment & Forests (MoEF) India, Centre for Environmental Education (CEE), Centre for Tribal and Rural Development Trust (CTRD), for Paniyan, Kurumban, Kotas and Kattunayakans communities of Gudalur Taluk of Nilgiris in Tamil Nadu. The project started as an eight year initiative from 2010 to 2017 and has now been extended to another three years from 2018 to 2020. About 65 biogas plants have already been installed in these communities in the last decade that have helped save significant quantities of wood, and reduce CO2 emissions.

CHRISTEL HOUSE

Christel House Learning Centre is a place for disadvantaged children to grow, achieve and realise their dreams. The mission of the Christel House is to help orphaned, abandoned and underprivileged children break the cycle of poverty and to make them self-sufficient and contributing members of our society. The support includes scholarship for university education, development of job search, skills for those entering the workforce and networking opportunities for graduates looking to improve employment. Under this initiative 35 students were given scholarship to pursue engineering degree from a recognised university.

SMILE FOUNDATION

Smile Foundation works in the areas of education, healthcare, youth employability, and women empowerment across several states of India. The NGO initiated ‘Smile on Wheels’ which is a national-level mobile hospital programme for underprivileged children and women. The programme takes well-equipped medical vans along with specialised doctors, nurses, medical staff, and medicines to villages and slums in a systematic manner. Airbus in India has joined hands with Smile Foundation to provide health care in rural and slum areas of Delhi/NCR. Approximately 54,000 beneficiaries are covered through mobile health clinics out of which 70% are women and children and 900 are covered in three special health camps.

SWANTHANA

Swanthana provides day-to-day necessities to support children with special needs.

SGBS UNNATI FOUNDATION

The Unnati Foundation enables under privileged youth to get employment. In this partnership, Airbus is not only sponsoring vocational training of youth from less fortunate backgrounds but is also mentoring them on life skills, values and etiquettes. Since 2016 Airbus has supported more than 800 youths in their vocational training with Unnati Foundation. They are now placed in organisations like Indiabulls, Cafe Coffee day, Bharat Matrimony, Tata Westside.
MBDA

MBDA is the only European group capable of designing and producing missiles and missile systems that correspond to the full range of current and future operational needs of the three armed forces (land, sea and air).

With a significant presence in five European countries and in the USA, in 2020 MBDA achieved revenue of 3.6 billion euros with an order book of 16.6 billion euros. In total, the group offers a range of 45 missile systems and countermeasures products already in operational service and more than 15 others currently in development.

The relationship between India and MBDA has been in existence for more than 60 years, with the licensed production of the company’s Milan antitank missile by Bharat Dynamics Limited. Building on this long-standing successful history, latest contract awards see MBDA supporting the IAF with the Rafale weapon package including Meteor, SCALP and MICA missiles and its Mirage 2000 and Jaguar upgrade programmes with the provision of MICA and ASRAAM air-to-air missiles respectively. The ATAM launcher (Mistral air-to-air missile) has been fully integrated on Rudra (ALH WSI) and LCH helicopters. The six Scorpene Kalvari class submarines being built in India under Project 75 are equipped with the company’s Exocet SM39 missile.

Larsen & Toubro (L&T) MBDA Missile Systems Ltd, a joint venture with L&T, has been formed in 2017 to bid under the:
- “Buy (Indian IDDM)”
- “Buy (Indian),
- “Buy & Make (Indian)”
- “Make” categories of defence procurement.

MBDA is jointly owned by Airbus (37.5%), BAE Systems (37.5%), and Leonardo (25%).

ATR

In India, IndiGo, Alliance Air, TruJet and recently FlyBig operate over 50 ATRs between them (a majority of which are of the latest generation 600 Series), allowing ever more Indians to fly at affordable fares on the world’s most modern and successful turboprop. ATR foresees a strong expansion of regional networks across the country, especially in tier 2 and tier 3 cities. The ATR 42 and 72 are the right tools to develop regional connectivity thanks to their superior comfort, performance, reliability and economics on short-haul routes. Over the last five years, 30% of the new Indian domestic routes were opened using ATR 42 and 72. The ATR India Customer Support office, located in Bengaluru, ensures proximity and an efficient in-service support for customers in South Asia.