

Swiss LGBTI Label: "This empowers us to continue standing up for what matters"

Kloten, 18 June – Skyguide has been awarded the Swiss LGBTI Label for its commitment to workplace equality and inclusion. The label recognises organisations that take a stand for LGBTI rights through concrete action and measurable impact.

Skyguide is proud to announce it has been awarded the Swiss LGBTI Label (for more infos about the label, see box below). The award reflects Skyguide's ongoing efforts to foster a culture of openness, dignity, and non-discrimination.

Skyguide achieved the threshold required for certification. This shows a lot has been done – as well as the work ahead. The report praised Skyguide's "clear and sustained commitment" to diversity, inclusion, and equity (IDE), anchored in its governance and strategic frameworks.

Skyguide's strongest performance was in the area "concepts, measures, and projects". The jury highlighted:

- the creation of gender-inclusive facilities
- the participation in Zurich and Madrid Pride events, and Skyguide's visible allyship, including branded attire and materials
- the IDE program fixed place in the annual budgeting of Skyguide, including cooperation with the European Pride in Aviation Network (EPAN) – offering the possibility to connect with this network – and initiatives such as fertility-related leave and family care

Skyguide has made its stance unmistakably clear

The company also stood out in its public communications and external cooperation. From pride-themed logos to dedicated visibility on social media and the corporate website, Skyguide has made its stance unmistakably clear. Also by sponsoring events like the NGPA Aviation Inclusion Summit in Washington and involving leadership visibly at Pride events, showcasing authentic commitment.

Skyguide's internal structure was also recognised, with a dedicated LGBTI stream within the IDE team and representation from HR and Communications – supported by highly motivated volunteers, including LGBTI community members, all dedicated to push Skyguide's IDE activities ahead.

"The report shows, that we are on the right track and that we have to keep going", says Urs Lauener, COO of Skyguide. As it is also true that the report highlights areas where the Swiss air traffic provider still has room for improvement. In the area "Personnel", Skyguide scored 42%. The report mentions specific recommendations such as:

- Introduce inclusive recruitment strategies targeting trans and non-binary applicants
- Establish dedicated support offerings, such as mentoring for coming out or HR training on intersex inclusion
- Ensure all internal training documents and forms are inclusive of alternative family models and gender identities

Skyguide was also encouraged to formalise its LGBTI-related crisis and risk management policies, and to broaden inclusive leadership training, especially at management level.

"Therefore, Skyguide views the label as a milestone – not an endpoint", says Lauener. His organisation is committed to implementing the recommendations outlined in the evaluation and advancing its inclusion efforts with intention and transparency. Lauener: "Being awarded the Swiss LGBTI Label empowers us to continue standing up for what matters: a workplace where every person can feel safe, seen, and supported to reach their full individual potential."

About the Swiss LGBTI Label

The Swiss LGBTI Label is a certification and seal of quality awarded annually to Swiss companies and organisations that demonstrate professional Diversity & Inclusion (D&I) management specifically supporting LGBTI individuals. It recognises organisations that have implemented holistic D&I strategies, including policies, communication, leadership, quality management, and HR processes promoting equality for lesbian, gay, bisexual, transgender, and intersex people.

The label is open to organisations of all sizes – from small businesses to large corporations, educational institutions, and public administrations – ensuring inclusion across different sectors. It requires candidates to submit a detailed self-declaration and evidences. They are then evaluated through standardised criteria, followed by a report with strengths, improvement areas, and recommendations. Once awarded, the label remains valid for three years, after which organisations must undergo a renewal process to continue demonstrating progress and meet evolving standards.

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Skyguide is committed to providing safe, efficient and sustainable air traffic management in Switzerland and adjacent parts of neighbouring countries. With its 1,500 professionals at 14 locations, the company guides civil and military flights through Europe's busiest and most complex airspace. Through innovation and trustworthy partnerships Skyguide enhances Switzerland's appeal as a place to live, work and do business. The company is majority-owned by the Swiss Confederation and headquartered in Geneva.