



Tanguy de Belair

Inclusion & Diversity Director
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Tanguy is the Global Chief Inclusion & Diversity Officer at VINCI, a global organization in the field of construction and operation of infrastructures with 272 000 employees in 120 countries. Prior his appointment in the role in March 2016, Tanguy has headed HR and Finance in the Asia Pacific region as well as in the Middle East, India and the Istan countries. Tanguy worked in 24 countries and two business sectors: infrastructures and fashion with varied leading roles as CHRO, CFO, CEO, Head of Women Tailoring and CDO.

Tanguy is an expert at ISO Technical Committee 260 - HR Management. He was a member of the work group which produced the ISO 30415 standard in diversity & inclusion, the 1st international standard in the field of D&I.

Tanguy is also an expert at ISO Project Committee 337 - promotion & implementation of gender equality and women's empowerment. He is also a Member of Exec. Ctee. of the Diversity, Equity, Inclusion Council (EU).