

2020

 France Gender Equality
Index

In support of our efforts to support diversity, inclusion and belonging, we have published our second Gender Equality Index in compliance with the provisions of the **Freedom to Choose a Professional Future Law** of 5 September 2018 aimed at promoting professional equality between women and men.

The index is calculated on a total of 100 points across five key indicators that are used to measure pay gaps between women and men for companies in France with 50 or more employees. The five indicators include:

- Gaps in compensation
- Differences in salary increases
- Gaps in promotion rates (only applies to organisations with 250+ employees)
- Salary increases post maternity leave
- Top 10 highest paid employees

| Reference Period: January 2020 - December 2020 | Weight | Score | Notes |
|---|-------------|------------------|--|
| Gender Pay Gap: female vs male earnings (by category and age) <i>Minimum 3 women & men per category/age; 40% employees overall</i> | 40% | 0 points | Gap = 40.3% in favor of men |
| Salary increases: number of female vs male <i>Minimum 3 women & men per category</i> | 35% | 35 points | Gap between the % of women and men that have been increased = 0.9% in favor of men |
| Promotions: number of female vs male promotions <i>Minimum: more than 250 employees, and 10 women & men per category</i> | N/A | N/A | Not applicable as less than 250 employees |
| Salary increases post maternity: % of women who salary was increased to match salary increases while on maternity | N/A | N/A | Not applicable - no maternity leave |
| Highest Paid: number of women vs. men in the top 10 highest paid | 10% | 5 points | Top 10 highest salaries include 3 women and 7 men |
| Total Index | 100% | 47 points | *Score of 40/85 is adjusted to 47/100 given Criteria 4 cannot be calculated |

This score is down from the 2019 score of 56 out of 100 points as a result of headcount changes and employee movement into new age categories. Employee aging also caused fewer employees to be in scope for this year's analysis (56%) compared to 2019 (86%). Since companies are expected to score at least 75 points on this index, we have two more years to improve our score.

Our Commitment

We remain committed to our [Diversity, Inclusion & Belonging Strategy](#) and strive to achieve improved results over the next two years.

Kevin Hewitt



Chairman, Europe, the Middle East and Africa

Holly Paul



Global Chief Human Resources Officer