

2021

 France Gender Equality  
Index

In support of our efforts on 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

<b>Reference Period:</b> January 2021 - December 2021	<b>Weight</b>	<b>Score</b>	<b>Notes</b>
<b>Gender Pay Gap:</b> female vs male earnings (by category and age) <i>Minimum 3 women &amp; men per category/age; 40% employees overall</i>	40%	33 points	Gap = 6.6% in favour of men
<b>Salary increases:</b> number of female vs male <i>Minimum 3 women &amp; men per category</i>	35%	25 points	Gap between the % of women and men that have been increased = 4.1% in favour of men
<b>Promotions:</b> number of female vs male promotions <i>Minimum: more than 250 employees, and 10 women &amp; men per category</i>	N/A	N/A	Not applicable as less than 250 employees
<b>Salary increases post maternity:</b> % of women whose salary was increased to match salary increases while on maternity	N/A	N/A	Not applicable - no salary increases during the maternity leave taken
<b>Highest Paid:</b> number of women vs. men in the top 10 highest paid	10%	5 points	Top 10 highest salaries include 2 women and 8 men
<b>Total Index</b>	100%	74 points	*Score of 63/85 is adjusted to 74/100 given Criteria 4 cannot be calculated

This score is up from the 2020 score of 47 out of 100 points as a result of using conventional levels identified in the collective bargaining agreement rather than the socio-professional categories. Using the conventional levels allowed FTI to conduct more relevant pay comparisons within job functions.

## Our Commitment

We remain committed to our Diversity, Inclusion & Belonging Strategy and strive to achieve **improved results next year.**

Kevin Hewitt



Chairman, Europe, the Middle East and Africa

Holly Paul



Global Chief Human Resources Officer