



# Gender equality index

28 February 2020

## **For 2019, the first year of calculating the index, FINEXSI has obtained a gender equality index score of 87/100.**

In keeping with Finexsi's culture, for many years, Finexsi's policy in terms of professional equality has been based on four main priorities:

- **Recruitment**, to ensure equal treatment of applicants;
- **Training and promotion**, to allow men and women to benefit from the same career development opportunities and access positions of responsibility;
- **Compensation**, to guarantee the principles of equality throughout people's careers.

Since 1 March 2020, Finexsi has published its Group Index, the result of the four indicators made compulsory within the framework of the French law "for the freedom to choose one's professional future".

In concrete, each year companies have to measure five indicators and publish the overall score obtained out of 100 points. If the score is lower than 75, the company has three years to step up its efforts in terms of professional equality.

The overall score of 87/100 is calculated on the basis of the following four indicators:

1. Pay gap between men and women;
2. Gap in the percentage of pay increases between men and women;
3. Percentage of female employees with a pay increase following their return from maternity leave;
4. Number of employees of the under-represented gender among the top 10 highest salaries.

Finexsi will continue with its proactive policy and implement an action plan to continue to improve its score over the coming years.