



Gender equality index

February 26, 2021

For 2020, second year of calculation of the index, FINEXSI has obtained a gender equality index score of 80/100.

For many years, Finexsi's policy in terms of professional equality has been based on the following four main priorities:

- **Recruitment**, ensuring equal treatment of applicants;
- **Training and promotion**, to provide women and men with the same opportunities for career development, career advancement and access to positions of responsibility;
- **Compensation**, to guarantee the principles of equality throughout people's careers.

The French law for the freedom to choose one's professional future (*«la loi pour la liberté de choisir son avenir professionnel»*), promulgated on September 5, 2018, sets an obligation of results for companies in terms of equality between women and men.

Each year companies must measure four to five indicators and publish the overall score obtained out of 100 points. If the score is less than 75, the company has three years to strengthen its actions in terms of professional equality.

The overall score of 80/100 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.