



FINEXSI

Gender equality index

March 1, 2022

For 2021, third year of calculation of the index, FINEXSI obtained a gender equality index score of 78/100.

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**, in order to give women and men the same opportunities for professional 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»*), enacted on September 5, 2018, sets an obligation of results for companies in terms of equality between women and men.

Companies must measure indicators annually 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 is calculated on the basis of the following four indicators:

1. Pay gap between women and men;
2. Difference in the proportion of women and men increased;
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.

	computable indicator (1=yes, 0=no)	number of points obtained	maximum number of points for the computable indicators
1- pay gap between women and men (in %)	1	23	40
2- difference in the proportion of women and men increased (in % or equivalent number of employees)	1	35	35
3- percentage of female employees with a pay increase following their return from maternity leave	1	15	15
4- number of employees of the under-represented gender among the top 10 highest salaries	1	5	10
Total of computable indicators	4	78	100

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