

Gender equality index: each of us has a role to play.

As enshrined in French law, equal treatment between women and men in the workplace implies compliance with several principles by the employer aimed at combating professional inequalities.

Since March 1, 2020, companies with between 50 and 250 employees must now publish an overall rating every year. This is established on the basis of four criteria according to a method of calculating the index on equality between women and men defined by the law of 5 September 2018. The criteria taken into account are the following: equal remuneration, distribution of increases, number of increases to employees returning from maternity leave and number of women among the 10 highest wages.

The score obtained by Arianespace is 89/100 for the year 2020.

The following scores were obtained for each indicator:

- Indicator 1: The difference in salary between women and men: 40/40 points
- Indicator 2: The difference in individual salary increases between women and men: 35/35 points
- Indicator 3: The number of employees who received a pay increase following their return from maternity or adoption leave: 15/15 points
- Indicator 4: The number of employees of the underrepresented sex in the top ten earners of employees: 0/10 points

Professional equality between women and men is one of our values at Arianespace, along with the promotion of diversity and non-discrimination. This constant state of mind is particularly necessary today to attract talent; it constantly requires encouraging multiple skills, fostering creativity, innovation and diversity of viewpoints. Each of us carries this mindset and has an important role to play in achieving our goals.

Arianespace is committed to these subjects through an agreement signed on October 21, 2019 relating to professional equality between women and men and an agreement relating to the quality of life at work and the right to disconnect signed on 10 December 2018.