



Châteaufarm'

### **Women - Men equality index at Châteaufarm'**

Since the French law for the Freedom to choose one's professional future of September 5th 2018, companies are required to publish an index, based on five criteria, which makes it possible to measure the efforts of French companies in terms of equal pay between women and men.

This index based on 100 points is calculated through 5 objective indicators:

- Pay gaps between women and men, at comparable positions & ages
- Difference in individual increases
- Gap in promotions between women and men
- Increases upon return from maternity leave
- Gender distribution of the ten highest paid employees

In 2018 Chateaufarm' got a score of 79/100.

The main difference compared to the maximum score comes from the indicator of salary increase on return from maternity leave, although 69.8% of women returning from maternity leave benefited from an increase in 2018.

Châteaufarm' reaffirms its commitment to the values of diversity and gender balance. The company is part of a dynamic of openness & search for equality. It is committed to the principle of equal treatment between women and men and has a workforce of no less than 57% women.