EQUILEAP GENDER EQUALITY

BENCHMARK REPORT

April 2023

EQUILEAP
MAKE A DIFFERENCE AND A RETURN

Company: Benchmark company

This Benchmark Report has been created specifically for **Benchmark company** (hereafter "**the Company**"). It contains a comprehensive analysis of the company's performance against the Scorecard, accompanied by detailed comparisons to selected peers (together with the Company, the "**Benchmark Sample**" as defined hereunder), as well as more high-level group (sub-sector) and country trends. It also points out key areas for improvement on gender equality metrics.

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Scope of the analysis

This report analyses Equileap's 2022 dataset, for which research was carried out throughout the calendar year and was closed on 19 December 2022. The 2022 dataset was used for the 2023 Global Report & Ranking.

The following selection of companies are used for comparison purposes.

Global: 3,787 companies in the 2022 dataset (ranked and analysed in 2023 Global Report)
Country: 108 companies listed in France
Group: 40 companies in the Household & Personal Products group
Selected Peers:

1. Entity 1 ("**Peer company 1**")
2. Entity 2 ("**Peer company 2**")
3. Entity 3 ("**Peer company 3**")
4. Entity 4 ("**Peer company 4**")
5. Entity 5 ("**Peer company 5**")

Research methodology

Equileap researches and ranks ~4,000 publicly-listed companies around the world annually using a unique and comprehensive Gender Equality Scorecard™ (the "**Scorecard**"). This covers 19 criteria, including gender balance across four company levels, the gender pay gap, and policies relating to parental leave and sexual harassment.

Research is conducted by our expert analysts, who evaluate each company based on sustainability reports, annual reports, company policies, and official websites. We reach out to each company once per year, giving them the chance to validate the data we have collected and to provide relevant additional (public) information.

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About Equileap

Equileap is the leading provider of data and insights on gender equality in the corporate sector. Our high-quality data underpins three key areas of impact:

1. We enable investors to enhance responsible investing with a gender lens, analysing the social aspect of ESG policies and practices.
2. We directly engage with companies to explain their gender equality performance and indicate areas for improvement.
3. We contribute to public discussion and encourage corporate accountability through our publications, which analyse global trends in workplace gender equality.

1. Evaluation Overview

This section presents an overview of the Company's gender equality performance. The charts below cover the Company's performance with comparisons to the Benchmark Sample, group, and country averages. Page 4 displays the evaluations of the Company and benchmark sample against the 19 criteria of the Scorecard, analysed in depth in the subsequent report sections. Page 5 provides three Top 10 rankings, listing the best-scoring companies per group, sector, and country.

Company score

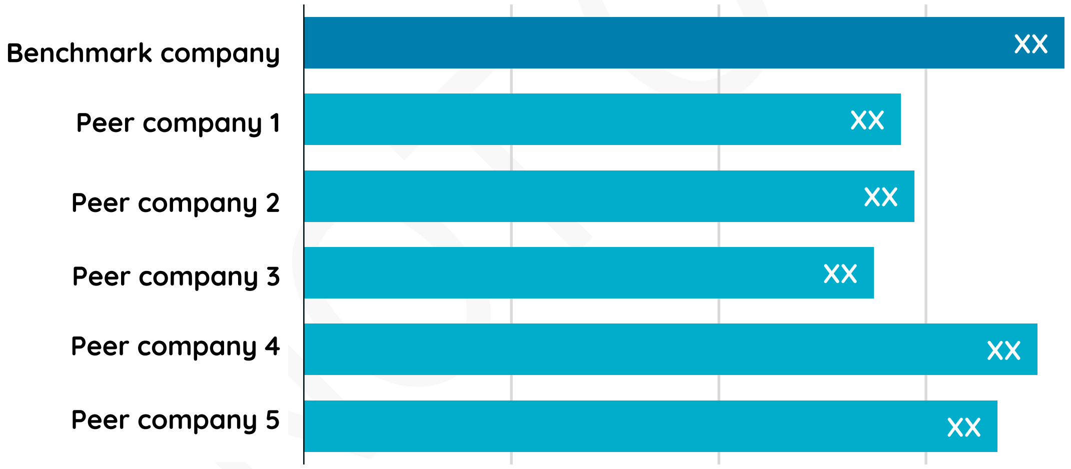
XX%

Benchmark company

Average Performance

XX%	XX%	XX%
Benchmark sample	Household & Personal Products	France

Gender Equality Scores for Benchmark Sample (%)



Year-on-Year Progression

Scores and rankings of benchmark sample from 2020-2022

Company	2020 Dataset		2021 Dataset		2022 Dataset	
	Score (%)	Global Rank	Score (%)	Global Rank	Score (%)	Global Rank
Benchmark company	XX	**XXX**	XX	**XXX**	XX	**XXX**
Peer company 1	XX	**XXX**	XX	**XXX**	XX	**XXX**
Peer company 2	XX	**XXX**	XX	**XXX**	XX	**XXX**
Peer company 3	XX	**XXX**	XX	**XXX**	XX	**XXX**
Peer company 4	XX	**XXX**	XX	**XXX**	XX	**XXX**
Peer company 5	XX	**XXX**	XX	**XXX**	XX	**XXX**

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Top 10 in Household & Personal Products (Group)

Global Rank	Company	Country of Exchange	Gender Equality Score (%)
11	Company 1	France	XX
23	Company 2	United States of America	XX
69	Company 3	United Kingdom	XX
104	Company 4	Australia	XX
110	Company 5	Sweden	XX
229	Company 6	United Kingdom	XX
315	Company 7	United States of America	XX
384	Company 8	United States of America	XX
390	Company 9	United States of America	XX
417	Company 10	Germany	XX

Top 10 in Consumer Staples (Sector)

Global Rank	Company	Country of Exchange	Gender Equality Score (%)
2	Company 1	United Kingdom	XX
11	Company 2	France	XX
23	Company 3	United States of America	XX
39	Company 4	France	XX
42	Company 5	United Kingdom	XX
69	Company 6	United Kingdom	XX
74	Company 7	Australia	XX
76	Company 8	United States of America	XX
92	Company 9	United States of America	XX
104	Company 10	Australia	XX

Top 10 in France

Global Rank	Company	Group	Gender Equality Score (%)
11	Company 1	Household & Personal Products	XX
12	Company 2	Consumer Services	XX
30	Company 3	Capital Goods	XX
34	Company 4	Pharmaceuticals, Biotechnology & Life Sciences	XX
35	Company 5	Telecommunication Services	XX
39	Company 6	Food, Beverage & Tobacco	XX
46	Company 7	Media & Entertainment	XX
53	Company 8	Media & Entertainment	XX
62	Company 9	Capital Goods	XX
77	Company 10	Software & Services	XX

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Women in Key Management Positions

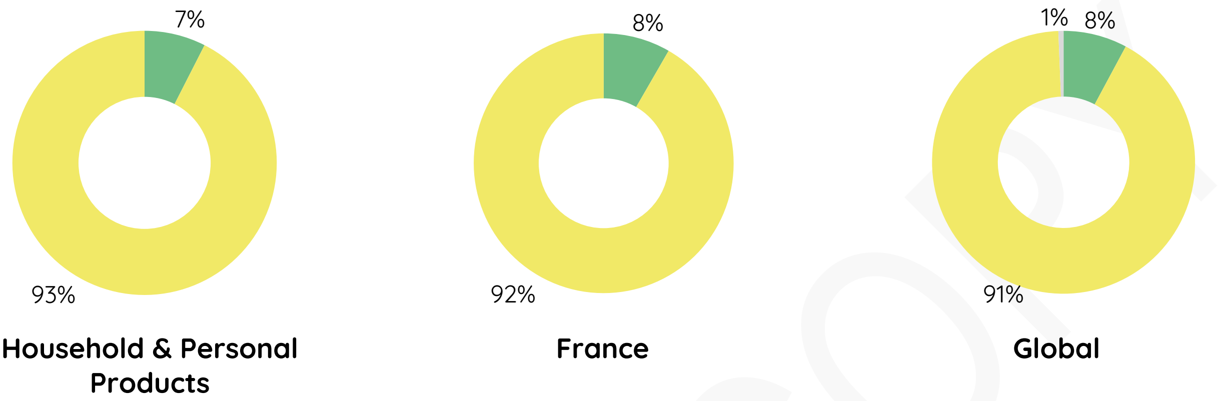
Percentage of women in Chair of the Board, CEO, and CFO roles.

🟩 Female

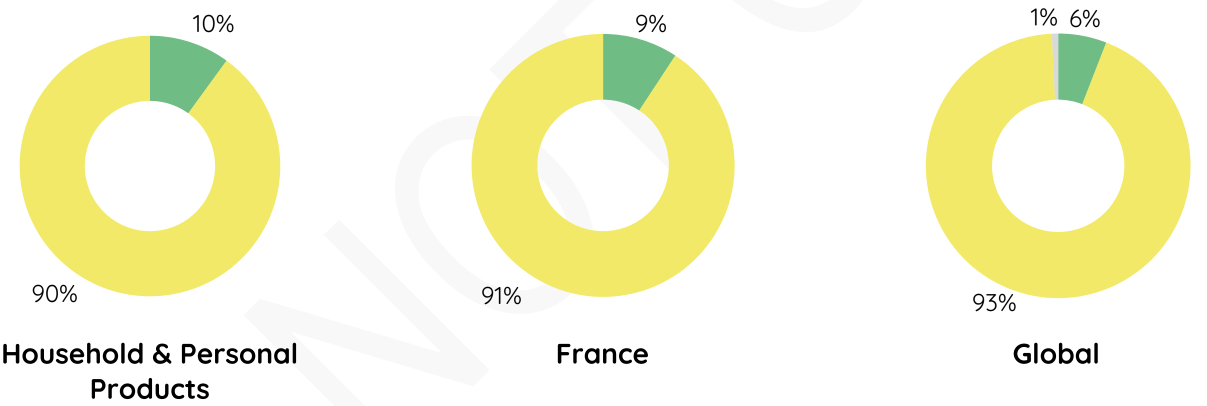
🟨 Male

⬜ No data

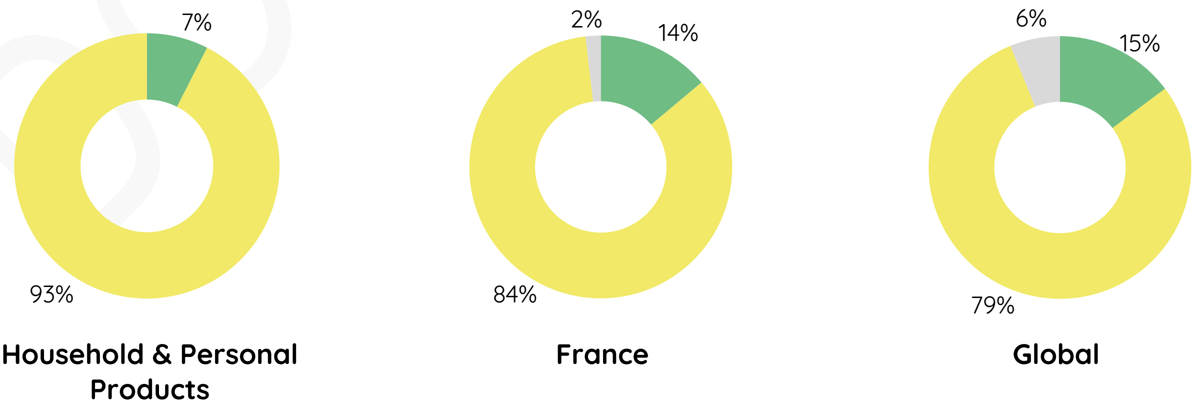
Chair of the Board



CEO

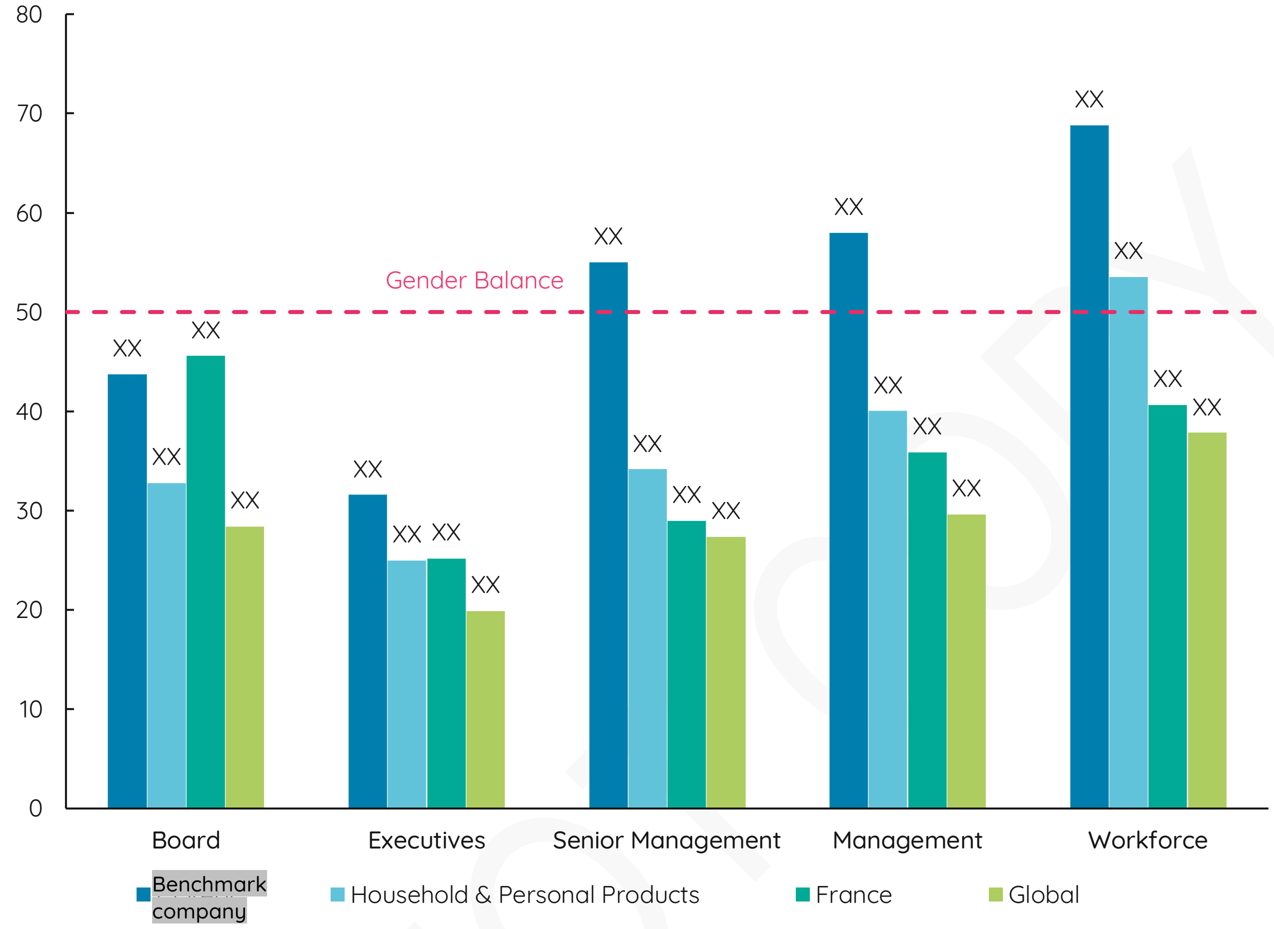


CFO



Female Representation at All Levels (%)

Company performance relative to the country, group, and global averages.



Insights on the Gender Pay Gap

The **gender pay gap** is the difference between the average salaries of all women and all men in a company. The data is “unadjusted”. This is different to **equal pay/pay equity** data, which indicates whether men and women are being paid the same for doing the same work, or work of equal value. This data is “adjusted” because it is weighted for factors such as an employee’s age, education, tenure, and job title.

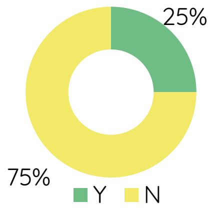
Equileap’s scorecard covers five sub-metrics, giving credit for transparency (accepting multiple methodologies), strategies to close the gender pay gap, and performance (closing the pay gap, using gold standard methodology).

EQUILEAP GOLD STANDARD FOR REPORTING:

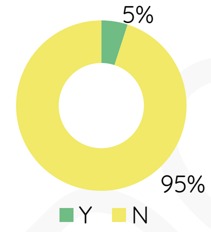
Mean, unadjusted gender pay data, covering the entire workforce
(as an overall figure and/or in pay bands)

While there are many ways of reporting gender pay data, we have chosen to give priority to the mean, unadjusted pay gap. Adjusted pay gap calculations are useful to spot individual instances of pay discrimination, while unadjusted raw data focuses on structural pay inequalities caused by uneven distributions of each gender across seniority levels. We favour the mean since this includes the extreme highs and lows in pay, something that is often gendered, while the median obscures this data. Strategies to close the mean unadjusted pay gap address core gender equality issues such as hiring, promotion, remuneration and retention, showing dedication to long term solutions.

HOUSEHOLD & PERSONAL PRODUCTS COMPARISONS



25% of companies (10 out of 40) in Household & Personal Products have published gender-disaggregated pay information (gender pay gap as a mean or median, equal pay or pay equity figures, adjusted or unadjusted data).



5% of companies (2 out of 40) in Household & Personal Products have published gender disaggregated pay information in all pay bands of the company (the entire company must be divided into at least three hierarchical bands, and everyone from top executives to workfloor employees must be included).

Of the companies in the group that publish (10) an overall pay gap (not including those that publish in bands):

70% (7 out of 10)
published a mean figure

40% (4 out of 10)
published a median figure

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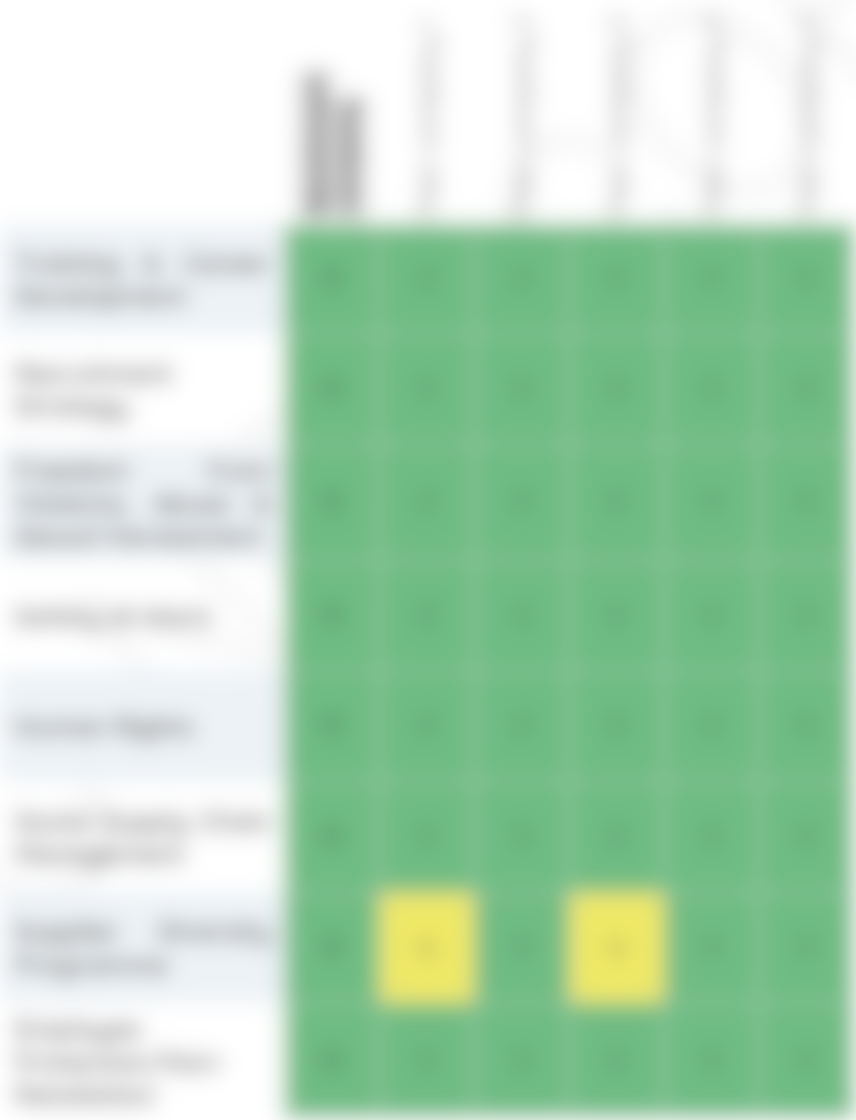

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6. Concluding Recommendations for [redacted]

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Category A: Gender Balance

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Category B: Equal Compensation and Work-Life Balance

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Category C: Policies Promoting Gender Equality

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Category D: Transparency, Commitment, and Accountability

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