



# 2021 GENDER EQUALITY INDEX



**SAVENCIA**  
FROMAGE & DAIRY

**86/100**



## 2021 Gender Equality Index

In accordance with the French law "Avenir Professionnel", French companies with more than 50 employees publish in March 2022 their gender equality index based on 4 or 5 indicators leading to a score out of 100

**Savencia Saveurs & Spécialités gets an average of 86/100 \***  
**A special mention to the 11 subsidiaries with an index above 91/100**

ARMOR PROTEINES	BONGRAIN GERARD	BRESSOR	CFVA	CHAUMES	ELVIR	FROMARSAC	GRAND OUCHE	FROMAPAC	MESSAGERIES LAITIÈRES	PERREAULT	UES SOREDAB/ SB BIO	TESSIER	SBAI	SODILAC
87	83	89	70	69	92	68	95	99	89	86	94	77	94	87
SBA	SPLF	SRL	LESCURE	CF&R	SOFIVO	VIHIERS	PAPILLON	SOGEPS	RAMBOL	THIERACHE	BERTHAUT	FRUISEC	SFDFS	
77	97	89	99	93	93	78	99	76	98	84	NC**	NC**	NC**	

As part of its OXYGEN approach, SAVENCIA Saveurs & Spécialités has reaffirmed its commitment to diversity and inclusion, convinced that gender diversity is a real asset for the Company's performance.

- Weighted average based on companies with more than 50 employees that could calculate the index
- \*\* index not calculable



	Indicator 1 - Pay gap	Indicator 2 – Pay rise	Indicator 3 – Promotion rate	Indicator 4 – Maternity	Indicator 5- Parity in high-earners	Score
<b>Companies with less than 250 employees</b>						
<b>RAMBOL</b>	38	35		15	10	98
<b>VIHIERS</b>	36	25		15	5	78
<b>SODILAC</b>	39	25		15	10	87
<b>FROMAPAC</b>	39	35		15	10	99
<b>PAPILLON</b>	39	35		15	10	99
<b>SRL</b>	34	35		15	5	89
<b>GRAND OUCHE</b>	40	35		15	5	95
<b>ALLIANCE INFORMATIQUE</b>	39	35		15	5	94
<b>THIERACHE</b>	39	25		15	5	84
<b>SOFIVO</b>	38	35		15	5	93
<b>LESCURE</b>	39	35		15	10	99
<b>SOGEPS</b>	36	15		15	10	76
<b>SOREDAB / SB BIO</b>	34	35		15	10	94
<b>SPLF</b>	37	35		15	10	97
<b>BERTHAUT</b>	N/C	35		15	10	N/C
<b>FRUISEC</b>	N/C	35		15	5	N/C
<b>Companies with at least 250 employees</b>						
<b>SB ALLIANCE</b>	27	20	15	15	0	77
<b>TESSIER</b>	37	5	15	15	5	77
<b>MESSAGERIES LAITIÈRES</b>	39	10	15	15	10	89
<b>FROMARSAC</b>	33	5	15	15	0	68
<b>CFVA</b>	40	5	5	15	5	70
<b>BRESSOR</b>	39	20	15	15	0	89
<b>ARMOR PROTEINES</b>	37	20	15	15	0	87
<b>PERREAULT</b>	36	20	15	15	0	86
<b>CHAUMES</b>	39	0	5	15	10	69
<b>ELVIR</b>	37	20	15	15	5	92
<b>BONGRAIN GERARD</b>	38	10	15	15	5	83
<b>CF&amp;R</b>	38	20	15	15	5	93