



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	86	94	87
SBA	SPLF	SRL	LESCURE	CF&R	SOFIVO	VIHIERS	PAPILLON	RAMBOL	THIERACHE	BERTHAUT	FRUISEC	SFDFS		
77	97	89	99	93	93	78	99	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
Companies with less than 250 employees						
RAMBOL	38	35		15	10	98
VIHIERS	36	25		15	5	78
SODILAC	39	25		15	10	87
FROMAPAC	39	35		15	10	99
PAPILLON	39	35		15	10	99
SRL	34	35		15	5	89
GRAND OUCHE	40	35		15	5	95
ALLIANCE INFORMATIQUE	39	35		15	5	94
THIERACHE	39	25		15	5	84
SOFIVO	38	35		15	5	93
LESCURE	39	35		15	10	99
SOREDAB / SB BIO	34	35		15	10	94
SPLF	37	35		15	10	97
BERTHAUT	N/C	35		15	10	N/C
FRUISEC	N/C	35		15	5	N/C
Companies with at least 250 employees						
TESSIER	38	12	15	15	6	86
MESSAGERIES LAITIERS	39	10	15	15	10	89
FROMARSAC	33	5	15	15	0	68
CFVA	40	5	5	15	5	70
BRESSOR	39	20	15	15	0	89
ARMOR PROTEINES	37	20	15	15	0	87
PERREAULT	36	20	15	15	0	86
CHAUMES	39	0	5	15	10	69
ELVIR	37	20	15	15	5	92
BONGRAIN GERARD	38	10	15	15	5	83
CF&R	38	20	15	15	5	93



2022 PROGRESS TARGETS 2022

	Indicator 1 - Pay gap	Indicator 2 – Pay rise	Indicator 3 – Promotion rate	Indicator 4 – Maternity	Indicator 5- Parity in high-earners	Score	Score after estimation
Companies with less than 250 employees							
VIHIERS	36+4	25+10		15	5	78+14	92
THIERACHE	39	25		15	5+5	84+5	89
Companies with at least 250 employees							
TESSIER	37+1	5+10	15	15	5+5	77+16	93
CFVA	40	5+10	5+5	15	5	70+15	85
CHAUMES	39	0+20	5+5	15	10	69+25	94
BONGRAIN GERARD	38	10+5	15	15	5	83+5	88