



2022 GENDER EQUALITY INDEX



SAVENCIA
FROMAGE & DAIRY

90/100



2022 Gender Equality Index

In accordance with the French law "Avenir Professionnel", French companies with more than 50 employees publish in March 2023 their gender equality index based on 4 or 5 indicators leading to a score out of 100

Savencia Saveurs & Spécialités gets an average of 90/100 *

ARMOR PROTEINES	BONGRAIN GERARD	BRESSOR	CFVA	ELVIR	CHAUMES	FROMARSAC	MESSAGERIES LAITIÈRES	PERREAULT	TESSIER	SPLF	SRL	FROMAPAC	LESCURE
87	93	88	84	92	94	84	93	77	78	96	95	94	99
CF&R	SBA	SOREDAB/ SB BIO	SNS	SODILAC	BERTHAUT	FRUISEC	SBAI	VIHIERS	PAPILLON	LBC	SOFIVO	THIERACHE	GRAND OUCHE
93	83	90	89	99	NC**	NC**	83	85	NC**	94	99	92	95

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						
FROMAGERIES DE VIHIERES	35	35		15	0	85
SODILAC	39	35		15	10	99
FROMAPAC	39	35		15	5	94
SAVENCIA RESSOURCES LAITIERES	35	35		15	10	95
GRAND OUCHE	40	35		15	5	95
SB ALLIANCE INFORMATIQUE	33	35		15	0	83
LES FROMAGERS DE THIERACHE	37	35		15	5	92
SOFIVO	39	35		N/C	10	99
FROMAGERIES LESCURE	39	35		15	10	99
SAVENCIA NORMANDIE SERVICES	39	25		15	10	89
SAVENCIA PRODUITS LAITIERS FRANCE	36	35		15	10	96
SOREDAB / SB BIO	35	35		15	5	90
Companies with at least than 250 employees						
SB ALLIANCE	33	20	15	15	0	83
TESSIER	38	5	15	15	5	78
MESSAGERIES LAITIERES	38	20	15	15	5	93
FROMARSAC	34	20	15	15	0	84
CFVA	39	5	15	15	10	84
BRESSOR	38	20	15	15	0	88
ARMOR PROTEINES	37	20	15	15	0	87
FROMAGERIES PERREAULT	37	10	15	15	0	77
FROMAGERIES DES CHAUMES	39	20	15	15	5	94
ELVIR	37	20	15	15	5	92
BONGRAIN GERARD	38	20	15	15	5	93
CF&R	39	20	15	N/C	5	93