



2021 GENDER EQUALITY INDEX



**GROUPE
SAVENCIA**
Saveurs & Spécialités

85/100



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 85/100 *
Special mention should be made of the 7 subsidiaries with an index equal to or higher than 98/100
notably Papillon, Lescure and Alliance Océane

ARMOR PROTEINES	BONGRAIN GERARD	BRESSOR	CFVA	ELVIR	CHAUMES	FROMARSAC	MESSAGERIES LAITIÈRES	PERREAULT	REVILLON	TESSIER	VALRHONA	LMDC
87	83	89	70	92	69	68	89	86	81	86	70	87
GRAND OUCHE	SOUCHON	SPLF	SRL	FROMAPAC	LESCURE	CHOCOLATREE	LBC	SOFIVO	SFDFS	AO	RAMBOL	THIERACHE
95	94	97	89	99	99	NC**	94	93	NC**	99	98	84
CF&R	SB ALLIANCE	SOREDAB/ SB BIO	SAVENCIA NORMANDIE SERVICES	SODILAC	DENEUVILE	WEISS	AOC	BERTHAUT	FRUISEC	SBAI	VIHIERS	PAPILLON
93	77	94	87	87	98	79	98	NC**	NC**	94	78	99

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
- ** not calculable index



	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
DE NEUVILLE	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
WEISS	39	15		15	10	79
SRL	34	35		15	5	89
AO&C	38	35		15	10	98
GRAND OUCHE	40	35		15	5	95
SOUCHON D'AUVERGNE	39	35		15	5	94
LBC	39	35		15	5	94
ALLIANCE INFORMATIQUE	39	35		15	5	94
THIERACHE	39	25		15	5	84
ALLIANCE OCEANE	39	35		15	10	99
SOFIVO	38	35		15	5	93
LESCURE	39	35		15	10	99
SAVENCIA NORMANDIE SERVICES	37	25		15	10	87
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
CHOCOLATREE	N/C	35		N/C	5	N/C
Companies with at least 250 employees						
LMDC	37	10	15	15	10	87
SB ALLIANCE	27	20	15	15	0	77
TESSIER	38	12	15	15	6	86
MESSAGERIES LAITIERES	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
REVILLON	36	10	15	15	5	81
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
VALRHONA	40	5	5	15	5	70
CF&R	38	20	15	15	5	93

2022 PROGRESS TARGETS

C2

	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
WEISS	39	15+10		15	10	79+10	89
THIERACHE	39	25		15	5+5	84+5	89
SAVENCIA NORMANDIE SERVICES	36 +1	15+10		15	10	76 +11	87
Companies with at least 250 employees							
SB ALLIANCE	27+4	20	15	15	0+5	77+9	86
TESSIER	37+1	5+10	15	15	5+5	77+16	93
CFVA	40	5+10	5+5	15	5	70+15	85
REVILLON	36+1	10+5	15	15	5	81+6	87
CHAUMES	39	0+20	5+5	15	10	69+25	94
BONGRAIN GERARD	38	10+5	15	15	5	83+5	88
VALRHONA	40	5+10	5+5	15	5	70+15	85