



IHS Markit®

# France Gender Professional Equality Index 2021



# A message from Lance Uggla, Chairman and CEO



“Inclusion and diversity are critical to the success of IHS Markit. Through being and feeling included, all our colleagues will be able to be themselves, deliver their best work and achieve their full potential. Through being inclusive we will build a diverse organization that reflects the societies in which we work, in turn developing broader thinking and innovation and a stronger organization for our people, customers and shareholders.”

Lance Uggla, Chairman & CEO



# A message from Dessi Berhane-Silassie, Chief Diversity, Equity, and Inclusion Officer



In October 2020, I was honored to be appointed as the Chief Diversity, Equity, and Inclusion Officer at IHS Markit. I am proud of the progress we have made as a firm and acknowledge that none of this would be possible without the drive, investment, and grass-roots efforts of each IHS Markit colleague, particularly our affinity networks, regional committees and CEO advisory board, and the DEI council. Collectively, we remain committed to building and maintaining delivery of ground-breaking programs and initiatives for our global employees whilst ensuring that diversity, equity, and inclusion (DEI) is actively embedded within our ethos and culture.

As we move towards a new era, our vision is to continue to develop and implement a comprehensive DEI strategy that cultivates an inclusive environment for all colleagues that reflects our current values. We have a dedicated DEI team that has collaborated across the company to launch several impactful talent programs and trainings, deliver a global Unity week, revamp our communications platforms, and host a diverse cohort of talented interns. We share highlights of these efforts throughout this report.

After a year like no other, we are acutely aware of the pandemic's continued impact around the world and that is why we have put people at the heart of what we do. We have challenged ourselves to critically review our policies to ensure that equity is at the cornerstone of our hiring, promotion, and retention practices. We are committed to ensuring the safety and wellbeing of all our colleagues, and have been delighted to see our leaders, affinity networks, and teams energized to take action and put our people first.

At IHS Markit, diversity, equity, and inclusion are more than just words; they are a call to action. The time to seek deeper understanding, to empathize, to listen and to ACT, is now. I am grateful to each of you for being on this great journey with us.

Dessi Berhane-Silassie, Chief Diversity, Equity, and Inclusion Officer, APAC General Counsel



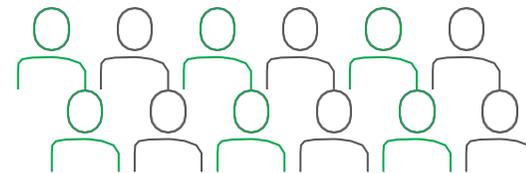
# What is this about?

“The Freedom to Choose a Professional Future Act” ( loi avenir professionnel) of 5 September 2018 and a Decree of 8 January 2019 “Workplace gender equality Index” decree require companies with at least 50 employees to calculate and publish once a year, a gender pay gap report which is designed to identify any unjustified pay gaps between men and women.

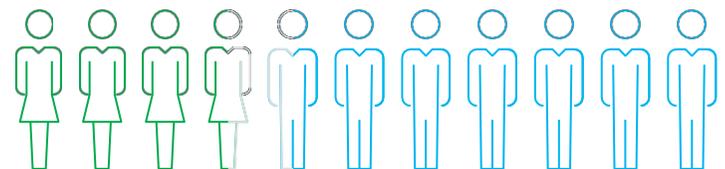
Companies should calculate their index score based on four indicators:

1. Gender pay gap by age and job category (40 points)
2. Difference in individual salary increase rates between women and men (35 points)
3. Percentage of women increased following their return from Maternity leave (15 points)
4. Gender differentiation represented in 10 highest paid employees (10 points)

We have **146** employees in France in 2021



Our gender balance is **37%** female and **63%** male



# Performance measurement indicators

**Indicator 1** shows the remuneration difference between women and men, based on average wage among women and compared with the same among men by age group and by professional group (Socio Professional Category\*).

A remuneration difference is stated in male's favour.

Most employees are "Cadres" with different job levels/functions are part of the same age group which make the comparison impertinent.

**Indicator 2** shows individual increase rate difference of the salary between women and men.

Remuneration difference is stated in women's favour.

**Indicator 3** shows the percentage of the employees who received a salary increase in the year they returned from maternity leave.

The regulation has been applied to all the female employees on maternity/parental leave. All the points are granted.

**Indicator 4** shows the number of employees of the underrepresented sex (Female for IHS Markit) among the 10 highest paid employees.

Women are equally represented amongst the top 10 highest paid of workers.

*\*INSEE CSP: 4 catégories socio- professionnelles: Ouvriers, employés, techniciens et agents de maîtrise/ETAM, Ingénieurs & Cadres*

# Equality professional index – IHS Markit France

Indicator	2021 Score Awarded for IHS Markit	Maximum Score
Gender Pay Gap by age and socio- economic profession (CSP)	23	40
Differences in individual increases by Gender	35	35
Percentage of employees increased upon return from Maternity leave	15	15
Gender Differentiation represented in the 10 highest paid employees	10	10
<b>INDEX</b>	<b>83</b>	<b>100</b>



IHS Markit France (IHS Global SAS french entity) have scored **83** out of **100 points** for 2021 professional equality index.

This continue to reinforce our engagement to a professional equality index that is greater than or equal to 75 points, further to our commitment in 2019.

IHS Markit continue to deliver equality and will pursue our global commitments and actions in regard to inclusion and diversity.

# 2022 Objectives

Indicator 1 scored at 23 out of 40 points.

Indicator 2,3 and 4 scored at the maximum.

Indicator 1 shows the remuneration gap difference between women and men, based on average remuneration calculations among women and compared with the same among men by age group and by Socio Professional Category\*.

The majority of employees are “Cadres” with different job levels/functions are part of the same age group.

The company will review the methodology in 2022 in order to calculate its index based on internal job levels or Syntec job levels ( whatever applies).

The expectation is to score at least 25 out of 40 points for indicator 1 next year and maintain scoring at the maximum for indicator 2, 3 and 4.

The company is committed to ensure equal compensation for employees performing the same job at equal levels.

# Women's career development and retention programs

In 2020 we committed to improving representation of women by 2024. To achieve this, we have invested significantly in development programs for our women colleagues at various levels. Many of our programs are in pilot phases with the intention for further roll-out across the organization.

## **PILOT**

PILOT is an award-winning, innovative tech startup that delivers virtual career development through a structured program of individual reflection, manager feedback, and live group coaching sessions.

This program is designed to use tech to help associate director level colleagues advocate for what they need to be successful and help them be more impactful through leadership coaching.

## **Women in Tech**

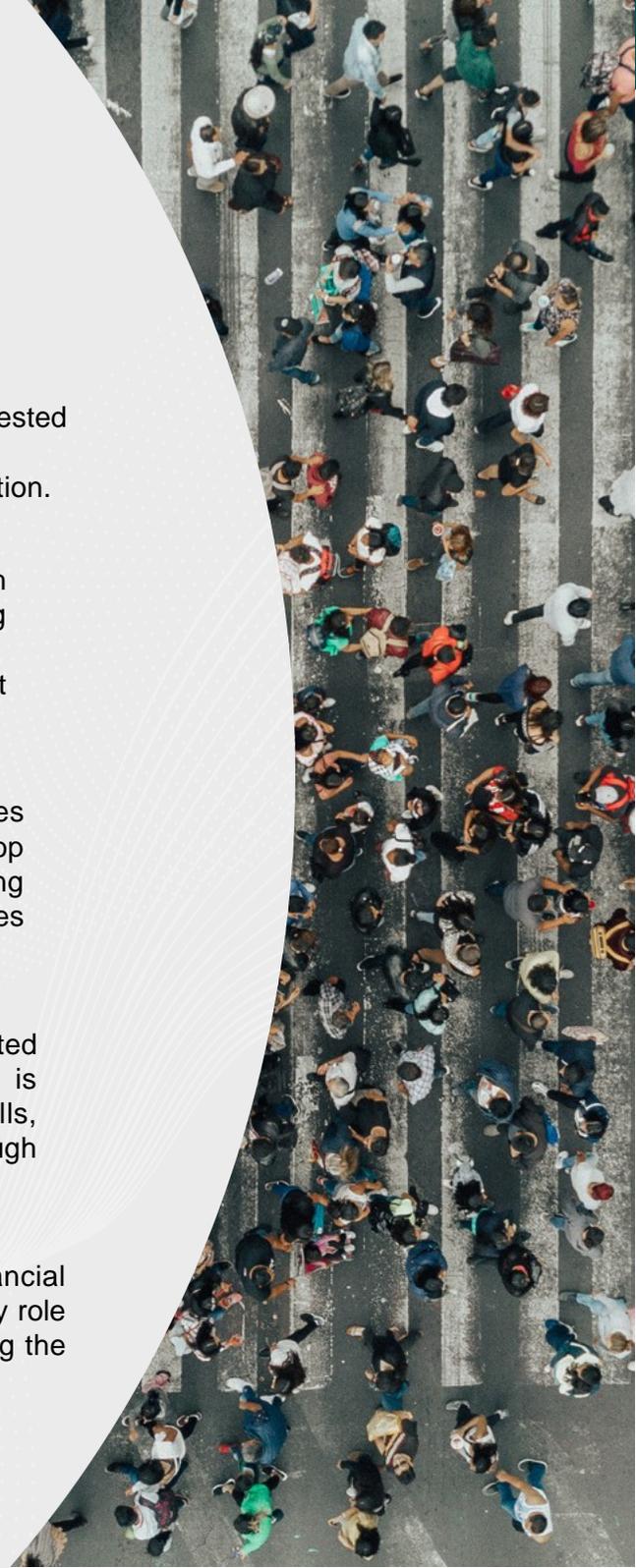
Now in its second year, the Women in Tech (WiT) leadership and mentoring program gives director and associate director-level colleagues an opportunity to build confidence and develop leadership skills. The internally devised and delivered program embraces a cohort-based learning approach in which all participants go through a 16-week program together. Over 300 colleagues have participated in this program to date.

## **Executive coaching**

The Cajetan executive coaching program is a leadership and career-development program piloted by our Financial Services group, geared toward the executive director level. The program is designed to maximize motivation and engagement, create self-awareness, help build new skills, facilitate visibility, and instill confidence. It is centered around cohort-based learning through masterclasses, roundtables with executive vice presidents, and one-to-one coaching.

## **Sponsorship program**

The sponsorship program is a two-year, leadership-development pilot program in our Financial Services group, designed for vice president-level women. This program is designed to play a key role in developing and retaining senior women leaders, creating a strong succession plan, and laying the foundation for a lasting culture shift.



# Inclusive Benefits

At IHS Markit we are proud to have a range of benefits to enhance the inclusion and wellbeing of our colleagues. Although our benefits may differ slightly by location, we are confident that we have a program geared toward meeting the needs of our entire firm.



## Some of our inclusive benefits include

### Employee Assistance Program

IHS Markit provides employees and their family members with emotional, legal, and financial support through our Global Employee Assistance Program (EAP). This program is a fundamental mental health support service for all our employees and their families globally. This program includes the following services for employees and members of their household and extends to children that may be away at school:

- **Counseling:** Three sessions of short-term counseling per-issue per-employee/family member per-year; referrals made to local-network counselors for in-person counseling.
- **Legal Connect:** Telephonic consultation for up to 30 minutes per-issue per-employee/family member per year, with objective information and education from in-country network of legal experts.
- **Financial Connect:** Telephonic consultation for up to 30 minutes per-issue per-employee/family member per-year, with objective information and education from in-country network of financial experts.
- **Guidance Resources Online:** Online site with in-country resources and information (available in over 65 countries).
- **Online Webinars:** Emotional support, sleep, coping during uncertain times, crisis-specific webinars.

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