

# S&P Global French Gender Equality Index Report 2020



In 2018 the French government introduced legislation which requires companies to report on their Gender Equality Index to encourage actions designed to improve gender equality in the workplace.

Research from S&P Global and others shows that inequality drives poor health, education and economic outcomes for individuals, the economy and society as a whole. Understanding our Gender Equality Index will help us prioritize and direct our ongoing efforts towards achieving gender equality in the workplace.

At S&P Global we champion the principle that diversity and inclusion is important to the success of our business and the economy. It is another way of looking after our people and supporting the markets and customers we serve and accelerating progress in the world.

We are committed to the continual evolution of our recruitment, compensation, career, and leadership development practices and our culture to ensure our diverse workforce is treated fairly and equitably, delivering on our promise to create an exceptional employee experience for all.



A handwritten signature in black ink that reads "Y Le Pallec".

**Yann Le Pallec**

Executive Managing Director,  
Head of Global Ratings Services



A handwritten signature in black ink that reads "Dimitra Manis".

**Dimitra Manis**

Chief People Officer

# What is the Gender Equality Index and How is it calculated?

To help address gender inequalities in the workforce, France introduced its Gender Equality Index in 2018. This legislation requires companies with 50 – 250 employees based in France, including S&P Global, to report an overall Gender Equality Index score every year from March 2020 onwards. Companies with more employees were required to report their numbers from March 2019. This score is measured using four equality metrics, with a total score of 100:

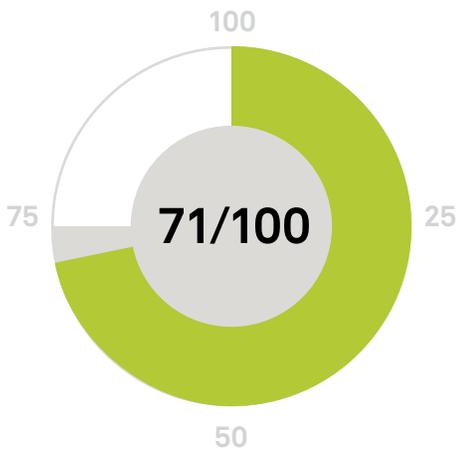
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| <p><b>1. The gender pay gap for comparable jobs and age groups</b></p> <p>This indicator compares average pay between men and women, including performance bonuses and allowances.</p>   | <p><b>40 points</b></p> | <p><b>3. Proportion of pay rises awarded to women in comparison to men</b></p> <p>This indicator compares the number of pay rises given to women compared to men over the year.</p>                             | <p><b>35 points</b></p> |
| <p><b>2. The percentage of women employees given a pay rise on returning from maternity leave</b></p> <p>Companies are scored on whether they have granted a pay rise on the woman's return to work when pay rises have been granted in her absence.</p> | <p><b>15 points</b></p> | <p><b>4. The number of women and men in the top 10 pay grades</b></p> <p>This measures the number of women and men in each of the top ten pay grades and identifies if and where representation is lacking.</p> | <p><b>10 points</b></p> |

To ensure transparency, each company's final score must be published on their website. If the score is less than 75 out of 100, the business has three years to close the pay gap or face a fine of up to 1% of their payroll bill. S&P Global welcomes the government's efforts to address gender inequality through metrics and transparency and is committed to closing our gap within 12 months.

# S&P Global - Overall Score

Our gender equality index is currently just below the target of 75. As a smaller business, any individual anomalies can have a significant impact on our gender equality index score. For example, in the prior merit cycle, individuals at the top of their pay ranges were ineligible for pay increases, resulting in a negative impact on our score relating to pay rises for women verses men in this reporting period June 2018 to May 2019. This practice has since been revised. Similarly, although we have a practice of granting merit increases upon returns from maternity leave, we had no women return from maternity leave in the reporting cycle.

Our global policies, practices and processes are based around principles of diversity and inclusion, fairness and equity. With these resources guiding our approach to pay and career progression, we're confident we can improve our score in the coming years.



# Our Ongoing Commitment to Diversity and Inclusion

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We're committed to enhancing our diverse culture and ensuring diversity in management positions in our offices around the world. In 2018, we incorporated diversity and inclusion goals into our business performance metrics to monitor and report on our progress in this area at the highest levels of the organization.

## Global Diversity and Inclusion Activity

Our goal is to attract and develop diverse talent while cultivating a strong brand and culture that supports the success of a diverse workforce.

### Programs and practices

#### *Pay practices*

The right blend of programs and practices to enhance our people's experience through all phases of their career and life.

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Our Pay Equity Training for managers raises awareness around how and when gender bias can influence pay decisions. This was launched in 2018 and re-introduced to managers in 2019 at the start of our compensation review alongside other training to ensure managers understand our structured pay policies and practices.

#### *Career development*

We are committed to supporting career progression for our people. We have implemented year-round promotion practices and managers have been encouraged to recommend promotions at any time. Employees are empowered to apply for other roles that interest them, regardless of the time they have spent in their current position.

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Career Coaching has recently been introduced globally to help put our people and their careers first: by giving employees access to confidential, objective coaching and offering partnership customized to the employee's goals.

#### *Flexible work arrangements*

We care about our people and support them by providing a range of flexible working options including: home and remote working, reduced and flexible working policies, sabbaticals and time off for charitable and welfare related activities which help us support all our employees, whatever their personal circumstances.

#### *Parental, maternity and adoption leave policies and support services*

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We understand and aim to relieve the pressures on caregivers with our range of parental, maternity, paternity and adoption leave.



## Women's Initiative for Networking and Success (WINS) Employee Resource Group

Launched in 2004, WINS is one of our Employee Resource Groups that promotes and connects our diverse talent around the world. One third of our Paris office belongs to the group and in 2019 they led a number of initiatives aimed at empowering women to take smart career risks.

These included an inspirational speaker series featuring executive leaders at S&P Global, a vision board workshop and a training session which provided participants with a methodological framework to prepare and conduct negotiations in the professional world.

### Next Steps

Our Chief People Officer and Chief Diversity Officer provide regular progress updates on key initiatives to the Operating Committee and our Board of Directors. Our People Dashboard with diversity metrics will continue to track the effectiveness of our efforts and initiatives.

We believe these approaches will practically help all employees balance their career needs and personal development while acknowledging their broader responsibilities, helping to remove barriers to career progression.

For more details on our continued commitment to diversity and inclusion, please visit our website <https://www.spglobal.com/en/who-we-are/diversity-inclusion/overview>