

WOMEN IN BUILDING



Though women account for 8% of public works professionals, they already make up 11% of the SADE Group's workforce. More and more of them are now showing interest in public works professions, both on the administrative side and in the field. For several years now, SADE has promoted the recruitment and assisted the integration of women. After signing an occupational gender equality agreement back in 2013, SADE made **recruiting women to operational roles** one of the **key objectives of its CSR policy** published in 2020.

In accordance with the regulatory obligations for businesses with more than 1,000 employees, SADE annually publishes its official occupational gender equality index. For 2019, our index score was **85 / 100**, reflecting our multi-year commitment in favour of equality and against all discrimination in the workplace. This also demonstrates the fact that at SADE, everyone works, at their level, to promote gender equality in their professional environment.

Let us all, regardless of gender, dare to make construction a female-friendly profession!

Calculation of the 2020 occupational gender equality index

| | calculable indicator (1=yes, 0=no) | indicator value | points scored | maximum number of indicator points | maximum number of calculable indicator points |
|---|---------------------------------------|-----------------|---------------|------------------------------------|---|
| 1- pay difference (as a %) | 1 | 6.7 | 33 | 40 | 40 |
| 2- individual pay rise differences (in % points) | 1 | 1.7 | 20 | 20 | 20 |
| 3- promotion differences (in % points) | 1 | 1.0 | 15 | 15 | 15 |
| 4- percentage of employees given a pay rise on returning from maternity leave (%) | 1 | 100 | 15 | 15 | 15 |
| 5- number of employees of the under-represented gender out of the 10 highest pay packages | 1 | 2 | 5 | 10 | 10 |
| Calculable indicator total | | | 88 | | 100 |
| INDEX (out of 100 points) | | | 88 | | 100 |