

WOMEN IN BUILDING



Though women account for 8% of public works professionals, they already make up 11.6% 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**.

In accordance with the regulatory obligations for businesses with more than 1,000 employees, SADE annually publishes its official occupational gender equality index. For 2022, our index score was **84 / 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 2022 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	5.4	34	40	40
2- individual pay rise differences (in % points)	1	4.6	20	20	20
3- promotion differences (in % points)	1	1.3	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	1	0	10	10
Calculable indicator total			84		100
INDEX (out of 100 points)			84		100

Representation gap among senior executives

Percentage of women among senior executives 18.2%
Percentage of men among senior executives 81.8%

Representation gap among members of governance

Percentage of women among members of governance 18.2%
Percentage of men among members of governance 81.8%

2023 progress targets

INDICATOR 1 - Gender pay gap

The legal indicator "Gender pay gap" is calculated for all trades combined. However, at SADE, women and men are not present in the same proportions in the different sub-sectors. In order to have a finer vision of the comparative situation of men and women in the company, the Management has set itself the objective of completing the comparative situation report drawn up on 31/12 of each year with a refined salary analysis by business sub-sector (Legal/HR/Finance, etc.).

In addition, in order to ensure that there is no discrimination between men and women, salary reviews will include an individual analysis of the situation of women whose pay is lower than that of their male counterparts in the same job and with the same seniority. Any increases made in this context will be added to the overall envelopes agreed as part of the NAO.

INDICATOR 5 - Gender mix within the 10 highest paid

At SADE, executive positions are mainly in the Operations sector, a sector in which women are less represented than men.

In order to improve gender balance within the 10 highest paid positions, the Management has set itself the objective of ensuring gender balance in executive positions during external sourcing and internal identification.

This will be achieved in particular by promoting our business lines to women who are likely to join the operational departments, in order to encourage female applicants: promotions in schools, on social networks (Linkedin) or on the weSADE intranet site.