

# CONSTRUCTION FOR WOMEN



Although women account for 8% of the public works profession, they make up 11.6% of the SADE Group's workforce. An increasing number of women are now showing an interest in both the administrative and operational aspects of public works. For many years now, SADE has been encouraging the recruitment of women and supporting their integration. After adopting an agreement on gender equality in the workplace in 2013, SADE has made the **recruitment of women in operations** one of its key objectives.

In line with the regulatory obligations for companies with more than 1,000 employees, SADE publishes its official Professional Gender Equality Index on an annual basis. For 2023, this index stands at **83/100**, reflecting our long-standing commitment to equality and to combating all forms of discrimination in the workplace. It also reflects the fact that at SADE, everyone is working, at their own level, towards gender equality in their working environment.

**At SADE, let's all work together to promote women in the workplace.**

## Calculation of the 2023 Professional Gender Equality Index

|   | calculable indicator (1=yes, 0=no) | indicator value | points obtained | maximum number of points for the indicator | maximum number of points for calculable indicators |
|---|------------------------------------|-----------------|-----------------|--|--|
| 1- pay gap (in %)   | 1                                  | 6.2             | 33              | 40   | 40   |
| 2- differences in individual pay rises (in % points)                                    | 1                                  | 1.5             | 20              | 20   | 20   |
| 3- differences in promotions (in % points)  | 1                                  | 1.6             | 15              | 15   | 15   |
| 4- percentage of employees receiving a pay rise when returning from maternity leave (%) | 1                                  | 100             | 15              | 15   | 15   |
| 5- number of employees of the under-represented gender in the 10 highest earners        | 1                                  | 1               | 0               | 10   | 10   |
| <b>Total of calculable indicators</b>   |                                    |                 | <b>83</b>       |  | <b>100</b>   |
| <b>INDEX (out of 100 points)</b>  |                                    |                 | <b>83</b>       |  | <b>100</b>   |

### Gender gap among senior management

Percentage of women among senior managers 18.2%

Percentage of men among senior managers 81.8%

### Gender gap among members of governing bodies

Percentage of women among members of governing bodies 18.2%

Percentage of men among members of governing bodies 81.8%

# 2024 PROGRESS TARGETS

## INDICATOR 1 - Gender pay gap

The legal indicator “Gender pay gap” is calculated for all professions combined.

However, at SADE, women and men are not present in the same proportions within the various occupational sub-sectors.

To provide a more precise view of the comparative situation of men and women in the company, Senior Management has set itself the objective of supplementing the comparative situation report drawn up on 31/12 of each year with a salary analysis broken down by occupational sub-sector (Legal/HR/Finance, etc.)

In addition, to prevent any 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 pay rises granted in this context would be added to the overall envelopes agreed under the mandatory annual negotiations.

## INDICATOR 5 - Gender mix in the 10 highest-paid jobs

At SADE, management positions are mainly in the Operations sector, in which there are fewer women than men.

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

In particular, this will involve promoting our business lines to women who are interested in joining our operational departments, in order to encourage female applicants: promotional campaigns in schools, on social networks (Linkedin) and on the weSADE intranet site.

Updated on 12/02/2024