

S&P Global Gender Equality Index Report 2021 France



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Introduction

In 2018 the French government introduced legislation which requires companies to report on their Gender Equality Index. The regulations are designed to increase transparency by measuring specific equality metrics and encourage taking corrective measures to close the pay gap. This is our second year of reporting these metrics for S&P Global.

Evidence shows that inequality drives poor health, education and economic outcomes for individuals, the economy and society as a whole. This has prompted governments and organizations around the world to prioritize the achievement of gender pay equality.

By understanding how men and women compare in terms of pay and career development, we can take action to correct any discrepancies.

This issue goes beyond S&P Global, yet we recognize that we have an important part to play. In accordance with the legislation we have conducted the relevant analysis, consulting with local lawyers and auditors along the way.

Identifying differences in rewards between our men and women employees provides us with the intelligence we need to take action and further progress the diversity, equity and inclusion goals that are so important to the success of our business and the broader economy. We view this as an opportunity to continue to put our people first as we support the markets and customers we serve.

We are committed to the continual evolution of our recruitment, career progression, leadership development practices and culture to ensure our diverse workforce is treated fairly and equitably. In doing so, we will deliver on our promise to create an exceptional experience for all our people.



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

Yann Le Pallec

Head of Global Ratings Services,
S&P Global Ratings



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?

The French government is committed to eliminating gender inequalities and differences in pay between men and women at work. To rectify this issue, the Gender Equality Index was introduced in 2018, a points-based system focused on particular aspects of pay and representation. This system measures four equality metrics, with a potential total score of 100 as shown below:

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

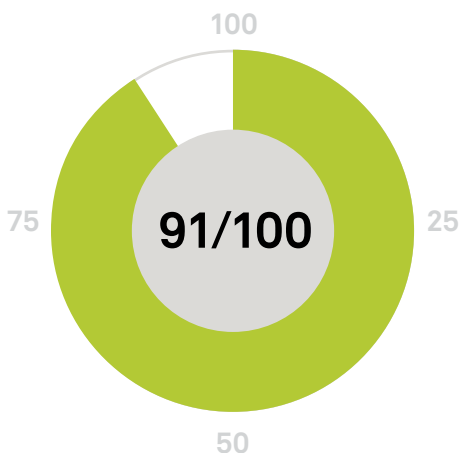
As an employer, S&P Global recognizes the harm created by pay inequality for individuals, teams, businesses and society at large and welcome the government's decision to make gender inequality more transparent.

S&P Global France - Overall Score

In 2021, our gender equality index score has increased to 91 from last year's score of 71. In addition to this significant increase, we are very proud to have scored well above the government's target of 75, as this progress demonstrates S&P Global's commitment to gender equality.

At S&P, we believe it is incumbent on all of us to help build an inclusive society. One of the biggest misconceptions about gender equality is that it only benefits women, but the data shows that that isn't true. When we work for equality, we all win – women, men, companies, and countries.

Our global policies, practices and processes are based around principles of diversity, equity, and inclusion. With these principles guiding our approach to pay and career progression, but also recruitment, and working conditions, we are confident we can make the changes necessary to maintain and enhance our score.



Our Ongoing Commitment to Diversity, Equity & Inclusion

At S&P Global, we work to accelerate progress in the world by harnessing our essential intelligence to power thriving global communities, with greater opportunity for all.

We give back to our communities and create value for society by focusing our Corporate Responsibility efforts in areas where we can have the most impact: Creating an Inclusive Economy, Bridging the Global Skills Gap, and Promoting a Sustainable Environment.

Our strong commitment to driving progress begins with our own operations. We fulfill our environmental, social and governance (ESG) responsibilities as a company by creating a diverse and inclusive workplace, reducing our environmental footprint, and upholding the highest standards of corporate governance.

Global Diversity, Equity, 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 is key to our success.

Since 2018, our managers have received pay equity training to raise awareness of how and when bias can influence pay decisions. In 2019, this module was re-launched at the start of our compensation review alongside other training to ensure managers understand our structured pay policies and practices and are trained on behaviors to avoid, such as unconscious bias. In 2019, S&P Global launched a campaign called “#Changepays” to highlight research that showed how a more inclusive economy would benefit the growth of our national and global economies.

Career development

We are committed to supporting career progression for our people. To facilitate this, since 2020, managers have been able to recommend promotions at any time during the year rather than waiting for a specified period. Additionally, all team members are encouraged to apply for roles within the organization that interest them, with no restrictions on applications.

Career coaching was also launched in order to empower team members to manage their own careers by giving them access to dedicated in-house coaching support.

Finally, our tuition program has been enhanced, by increasing the amount available to team members to upskill themselves.

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.

Parental, maternity and adoption leave policies and support services

We understand and aim to relieve the pressures on caregivers with our range of parental, maternity, paternity and adoption leave options plus support for eldercare and sick dependents. S&P Global aims to allow all caregivers, regardless of their gender, to have more time to support their family, but also to bring more balance to family and job responsibilities. In 2020, we significantly increased parental leave to allow all parents to spend more time with their children .

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 which leads a number of initiatives (workshops, speaker series and coaching exercises) aimed at empowering women to take smart career risks.

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>