

FRANCE GENDER EQUALITY INDICATORS 2023



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Since 2019, the French government requires each company to measure the equality between women and men.

The final score is determined by 5 indicators :

- Wage gap between women and men
- Proportion of women and men who received a salary increase
- Proportion of women and men who received a promotion
- Proportion of women returning from a maternity leave who received an increase
- Distribution between women and men among the ten highest salaries

TOTAL SCORE



The total score is 100 points.

Companies scoring below 85 points must now set and publish improvement targets for each of the indicators for which they did not achieve the maximum score assigned to the indicator.

If scoring below 75 points, the company must adopt and publish corrective and remedial measures.



SLB has been practicing a proactive policy to reduce inequality and promote diversity for decades. We aim to surpass the legal requirement for every French entity and keep improving eve.

SLB FRENCH LEGAL ENTITIES 2023

Legal Entity	2023	2022	2021	2020	Trends
CAMERON	81	80	NA	NA	+
CELSIUS	92	NA	NA	NA	
COPS	82	86	64	71	-
EPS	78	75	85	84	+
SALTEL	NA	NA	NA	NA	
SPS	88	85	83	81	+
STS	90	92	78	64	-
SVSAS	89	92	NA	NA	-



NA : the index is not calculable, representative categories too low