

FRANCE GENDER
EQUALITY
INDICATORS 2022



GENDER EQUALITY INDICATORS



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

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.

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.

GENDER EQUALITY INDICATORS

SLB FRENCH LEGAL ENTITIES 2022

Legal entity	2022	2021	2020	Trends
EPS	75	85	84	-
SPS	85	83	81	+
COPS	86	64	71	+
STS	92	78	64	+
SVSAS	92	*	*	+
SALTEL	*	*	*	
CAMERON	80	*	*	+

*Workforce distribution being less than 40% of the total workforce taken into account the index calculation is not possible.

