2023

France Gender Equality Index



GENDER EQUALITY INDEX 2

FTI Consulting continues to place strong importance on achieving gender pay equity as we conclude our fifth Gender Equality Index in compliance with the provisions of the **Freedom to Choose a Professional Future Law** of 5 September 2018 aimed at promoting professional equality between women and men.

The index is calculated on a total of 100 points across five key indicators that are used to measure pay gaps between women and men for companies in France with 50 or more employees. The five indicators include:

- Gaps in compensation
- Differences in salary increases
- Gaps in promotion rates (not applicable to FTI Consulting given we have less than 250 employees)
- Salary increases post maternity leave
- Top 10 highest paid employees

FTI Consulting France scored **85 points** for the period between January and December 2023, representing the highest score in four years.

Lars Faeste

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Chairman, Europe, the Middle East and Africa

Holly Paul

Global Chief Human Resources Officer

Index	Max. Number of Points	FTI Consulting Score	Additional Notes
Gender Pay Gap: women vs men earnings (by category and age)	40	35	Gap = 4.7% in favor of men (7.3% for 2022)
Salary increases: number of women vs men	35	35	Gap between the % of women and men that have received an increase = 4.2% in favor of men (5.2% for 2022)
Salary increases post maternity: number of women employees receiving raises upon return from maternity leave	15	15	Consistent treatment of base salary increases for women returning from maternity leave
Highest paid: number of women vs men in the top 10 highest paid	10	0	Top 10 highest salaries include 1 woman and 9 men
TOTAL	100	85 points	

