

What is the Gender Equality Index?

In 2018, the French government introduced legislation which requires companies to report on their Gender Equality Index to encourage actions designed to improve gender equality in the workplace.

The Gender Equality Index is comprised of five indicators: 1) Wage difference between women and men, 2) Pay increase differences between women and men, 3) Differences in annual promotions, 4) Pay increase upon return from maternity leave, and 5) Number of women amongst the top 10 earners of the company.

Gender Equality and Fair Pay at Energizer Holdings

As a global company, Energizer Holdings is committed to cultivating an inclusive and diverse workplace culture. Being inclusive and diverse is the way we work – we respect each other. As a global company, we are uniquely positioned to embrace diversity and collaboration in our workforce, our ways of thinking and our business experiences. We believe all points of view help us deliver better results. We believe that through our diversity, we grow and win together as one team.

We are committed to fair pay and strive to be externally competitive while ensuring internal equity across our organization. We conduct global pay equity assessments and compensation reviews, and we are actively working to reduce unconscious bias in our hiring practices, performance reviews and promotional opportunities, which may contribute to pay inequities.

For the 2022 Gender Equality Index, by applying the rule of proportionality, Energizer France obtained a score of 80 out of 100 points, an improvement of 1 point from 2021 and of 6 points from 2020.

Here is a recap of our score for each indicator:

- 1) Wage difference between women and men – 23 out of 40 points
- 2) Pay increase differences between women and men – 35 out of 35 points
- 3) Differences in annual promotions – not applicable for our structure
- 4) Pay increase upon return from maternity leave – not applicable for 2022
- 5) Number of women amongst the top 10 earners of the company – 10 out of 10 points

Energizer Holdings strives to gain at least two more points in the first indicator by end of 2023, which is the only area we did not achieve a maximum score.

In order to improve the score to the first indicator, Energizer France and its union representatives have agreed that the commitments made by Energizer Holdings in 2021 concerning the reduction of the overall pay gap existing (objective not achieved but in progress in the two first years of the triennial agreement signed in 2021), remain appropriate and are applicable for 2023.

We have an organizational commitment to foster an inclusive and diverse workplace culture and will continue to make changes to improve gender equality at Energizer Holdings.

To learn more about our efforts, view our [Sustainability Summary](#).