

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

THROUGH OUR DIVERSITY, WE GROW AND WIN TOGETHER AS ONE TEAM

As a global company, Energizer is committed to cultivating an inclusive and diverse workplace. Being inclusive and diverse at Energizer is considered 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 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 promotion opportunities, which may contribute to pay inequities.

For the 2021 Gender Equality Index, Energizer France obtained a score of 79 out of 100 points, an improving result compared to the former year.

Below is the recap of our score for each indicator:

- 1) Wage difference between women and men - 19 out of 40 points obtained
- 2) Pay increase differences between women and men - 35 out of 35 points obtained
- 3) Differences in annual promotions - not applicable for our structure
- 4) Pay increase upon return from maternity leave - 15 out of 15 points obtained
- 5) Number of women amongst the top 10 earners of the company - 10 out of 10 points obtained

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

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