



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 building 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 embrace diversity and collaboration in our workforce, our ways of thinking and our business experiences. We believe that other 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 are conducting 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 2019 Gender Equality Index, Energizer France obtained a score of 89 out of 100 points, a stable result compared to the former year.

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](#).