



Gender Equality Index 2020

TME France

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At Tokio Marine HCC (TMHCC), a trading name of Tokio Marine Europe (TME), we are committed to promoting equal opportunities, valuing diversity and encouraging a culture where each employee can achieve their full potential whatever their gender or background.

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- The Gender Equality Index compares the situation of women and men within the same company. Rated on 100 points, it is calculated on the basis of 4 indicators (for companies with fewer than 250 employees).
- For the year 2020, Tokio Marine Europe - France obtains a score of:
 - **63/100**
- This indicator is broken down as follows:
 - Gender pay gap indicator: 8 / 40
 - Indicator difference in rate of increase between women and men: 35 / 35
 - Indicator percentage of female employees increased in the year following their return from maternity leave: 15 / 15
 - Indicator number of employees of the under-represented sex among the 10 highest paid: 5 / 10

Our Initiatives

- We are committed to helping women build their careers throughout our organisation and our Corporate development programme for women, EWIL (Elevating Women in Leadership) will have its second cohort in 2021. This programme provides a rich learning experience designed to accelerate the development of female leaders and provide a pipeline of women who inspire, drive results, and take on future leadership roles.
- From 2021 we will be gathering diversity metrics, including gender, throughout our recruitment process and this will enable us to ensure that we have a balanced shortlist of candidates for job roles.
- TME France regularly reaffirms its commitments in this area to all of its employees and has notably reiterated in 2020 in its performance management guide: “No discrimination is acceptable and accepted. Direct or indirect discrimination in terms of remuneration based on sex (gender equality) or on criteria related to the person (e.g., French/foreigners) or behaviour (e.g., union membership) is prohibited”.
- TME France will soon be opening negotiations with the social partners to set objectives to improve its Index.



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