



Gender Equality Index 2022

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 2022, Tokio Marine Europe - France obtains a score of:

71/100

This indicator is broken down as follows:

- Gender pay gap indicator: 21 / 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: 0 / 10

Our remedial measures



- Within the framework of its collective agreement on professional equality between women and men, dated 18 May 2021, a number of measures and actions are already in place to promote equality.
- In order to continue its efforts in this direction and due to the overall score of 66 points out of 100 obtained in 2021, which is below the level of 75 points out of 100, the Company has defined appropriate and relevant corrective measures in 2022 to enable an improvement in its Index. These measures have started to bear fruit since the Index has increased by 5 points in 2022 (2nd consecutive year of increase). Nevertheless, it remains below expectations and we are actively pursuing our efforts to return to balance.
- Additional corrective measures taken in 2022 are in the following areas:
- **Hiring:**
 - Draft job advertisements (internal and external) with the mention of gender and feminisation of job titles where possible
 - Continue to ensure gender-balanced recruitment

Our remedial measures



- **Remuneration:**

- Continue to ensure equal pay for men and women with the same level of responsibility, education, experience and skills at all levels:
 - Salary at hiring
 - Base salary (throughout the duration of the employment contract)
 - Variable remuneration (bonus)
- Maintain the progression of the remuneration of women and men according to the objective criteria of skills, responsibilities and experience.
- Continue salary increases for women during or upon their return from maternity / parental / adoption leave (depending on the salary campaign calendar)

- **Promotions:**

- Identify female employees who may benefit from possible career advancement within the Company (and provide them with the necessary training to achieve this)
- Ensure that men and women have the same grade for equal responsibilities, training, experience and skills
- Exclude time off for maternity / parental / adoption leave from promotion considerations

Our remedial measures

- **Training :**

- Make women a priority for training when they return from maternity / parental / adoption leave
- Train people involved in recruitment procedures on diversity and inclusion and make them aware of preconceived ideas, unconscious bias and stereotypes
- Regularly renew training for managers to raise awareness of the right to disconnect, burnout and the importance of work-life balance

- **Working conditions / Work-life balance :**

- Continue pre-and post-maternity / parental / adoption leave interviews
- Maintain the additional day of teleworking (3 instead of 2) for pregnant women from the 4th month of pregnancy
- Allow the effective application of a schedule adjustment on the first day of school for employees with children up to the age of 7
- Continue to give preference to conference calls / visioconferences and not to schedule meetings after 6pm
- Do not impose travel from Sunday evening onwards

Our progress targets



- **Indicator 1: Gender pay gap :**

- Aim for equal pay for men and women with the same level of responsibility, education, experience and skills at all levels:
 - Salary at hiring
 - Base salary (throughout the contract)
 - Variable remuneration (bonus)
- Aim to continue the process of annual salary review and market benchmarking, with the possibility of rectification in the event of significant and unjustified differences in remuneration for the same position.
- Aim to develop the remuneration of women and men according to objective criteria of skills, responsibilities and experience.

Our progress targets



- **Indicator 4: Number of employees of the under-represented gender in the top 10 highest paid**
 - Strive for a balanced recruitment of men and women to the highest positions in the company
 - Strive for the promotion of women to the highest positions
 - Aim for equal pay for men and women in top management for equivalent positions
 - Aim for stronger support for mentoring and sponsorship programmes for high potential women



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