



Gender Equality Index 2021

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 2021, Tokio Marine Europe - France obtains a score of:

55/100

This indicator is broken down as follows:

- Gender pay gap indicator: 0 / 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 commitments



- 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.
- TME France regularly reaffirms its commitments in this area to all of its employees. They are written 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”.



Our initiatives



- As soon as its Gender Equality Index 2020 was published, TME France opened negotiations on equality between women and men. In May 2021, an **agreement on gender equality between women and men** was concluded with the social partners. This agreement includes strong commitments in terms of non-discrimination and fair treatment.
- Through this company agreement, TME France wanted to:
 - reaffirm its commitment to the principle of gender equality between women and men and its desire to promote this professional equality;
 - denounce any behaviour or practice that could be discriminatory and go against this principle
 - to remind that gender diversity and equal treatment of women and men are, on the one hand, factors of personal enrichment and social cohesion for employees, and on the other hand, sources of economic and social progress for the company.
- In its 2022 salary and bonus campaign, TME France is committed to paying even more attention to women, based in particular on a benchmark of market salaries in France. A report will be made to the Works Council.



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