

Gender pay gap results

French act no. 2018-771 of 5 September 2018 (the “freedom to choose one’s professional future” act) has various provisions relating to employment and skills development. Some provisions of the act are intended to implement a set of measures to remove pay gaps between men and women. The government has asked companies to present, for the first time, information regarding potential pay gaps according to a specific scale published in a decree dated 9 January 2019. On the basis of five indicators, companies with more than 1,000 employees are required publish their pay gap score on 1 March 2019: a score of over 75 points out of 100 means that there is no pay gap, while a score of less than 75 points means that the company must carry out remedial action.

The Iliad Group sets out below the results of its entities and units with more than 1,000 employees. All of them achieved scores of over 75, which reflects the Group’s careful and consistent wage policy.

- The Iliad UES (economic and workforce-relations unit consisting of Iliad, Free SAS, Free Mobile, Free Infrastructure, Free Réseau and Assunet) achieved a score of 76 points and has 3,714 employees. Its equal pay policy has paid off, since the results show no pay gap, although there is a slight bias in favour of women. The Iliad UES will continue its efforts.
- The technical assistance business (Protelco) posted a score of 80 points and has 1,029 employees consisting of field engineers and office-based staff. This score vindicates the wage policy in this business area, because it shows no evidence of inequality regarding pay.
- As regards contact centres (MCRA, Centrapel, Qualipel, Equaline, Certicall) the MCRA UES scored 84 points for its 2,308 employees. The overall score for contact centres involves breaking down indicators across the whole workforce, and at the local level scores were close to the maximum, i.e. 84 points for Centrapel, 94 points for MCRA, 99 points for Qualipel, 95 points for Equaline and 100 points for Certicall. Through their balanced, careful wage policy, the Group’s contact centres also show its efforts to ensure that employees are paid entirely fairly, without any regard for their gender or personal situation. Although management positions are still largely occupied by men, the Group is chaired by a woman and has a support system that spots female talent and helps those women join the management committee, helping to increase the number of women in management roles.

True to its values, the Group’s has always sought to develop talent without any discrimination, an approach that also underpins its policy of equal pay between men and women. That policy will continue.



Appendix: Results

	PROTELCO	UES MCRA	UES ILIAD
GENDER PAY GAP			
Result	40/40	39/40	36/40
GENDER GAP IN TERMS OF INDIVIDUAL PAY RISES			
Result	10/20	20/20	20/20
GENDER GAP IN TERMS OF THE PROMOTION RATE			
Result	10/15	10/15	15/15
PERCENTAGE OF WOMEN RECEIVING A PAY RISE AFTER MATERNITY LEAVE			
Result	15/15	15/15	0/15
NUMBER OF WOMEN AMONG THE COMPANY'S TOP 10 EARNERS			
Result	5/10	0/10	5/10
Total number of points	80/100	84/100	76/100