

THE 10 SHARED COMMITMENTS

AS THE LEADERS OF COMPANIES WITH FINANCI'ELLES MEMBER NETWORKS, WE PLEDGE TO:

1. Promote a culture of gender diversity and equality between women and men within the company and throughout its ecosystem (clients, suppliers, partners, etc.).
2. Define ambitious and measurable parity objectives for management bodies (Executive Committee, Management Committee) and make our sector exemplary in this respect.
3. Pursue or implement ambitious professional development paths to enable women, sometimes through bold decisions, to access top management positions and thus accelerate the achievement of parity.
4. Close unjustified gender pay gaps at all levels and in all our activities.
5. Act with the young generation on issues of professional equality and gender diversity in the workplace (university partnerships, young hires).
6. Act in favor of a balanced representation of women and men in male-dominated professions (IT, digital, financial engineering, trading floors, etc.) as well as in female-dominated ones (HR, communications, legal, marketing, etc.).
7. Develop or create inclusive career paths to take account of evolving life choices and life events (evolving age of motherhood, professional breaks, skills-based corporate volunteering, diverse career paths and social backgrounds, etc.).
8. Adapt our structures to promote greater work-life balance.
9. Step up actions to combat sexism and decisional biases linked to stereotypes, by implementing training and awareness sessions for all.
10. Ensure a balanced representation of women and men in the company during internal and external speaking engagements (conferences, seminars, interviews, etc.).