

Gender equality has been a core concern of ARVALIS' HR policy for several years



Law No. 2018-771 of September 5, 2018 specifies, among other things, the criteria used to qualify the situation of companies in this regard: gender pay gap by age, gap in the rate of individual increases, gap in the rate of promotions, percentage of female employees receiving a raise after returning from maternity leave, number of employees of the underrepresented gender among the 10 highest incomes, ...

The index attributed to Arvalis in 2021 is **92/100** and has been improving since 2018.

This result is the result of a proactive policy that is illustrated by, for example:

- A **non-discriminatory recruitment policy** when hiring employees: for each advertisement published, it is specified that it is open to women and men;
- The number of women employees is increasing year after year: as of December 31, 2021, the majority of the Institute's employees, **52%**, were women and this feminization affects all professional categories (46% of women engineers);
- An **egalitarian skills development policy**: women benefit at least as much as men from continuous training, regardless of the staff category.