2021-2025 Diversity roadmap

Gender diversity
30% of women in management positions (NP14+) and among the executives

Internationalization
- More non-French in NP15+ management positions and among the executives: 45%
- Non-French on NP15+ management positions: 40%

Role of manager-coach
Implication of manager-coaches is key in achieving these targets!

6 keys to success
1. Identify talents to “feed the pool”
2. Use external recruitment as a lever
3. Organize French language capability
4. Encourage international mobility
5. Inclusive staffing process for NP15+
6. Implication of manager-coaches is key in achieving these targets!

Diversity matters!
Promoting diversity is a concrete way to support the Company’s 20-year ambition.

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