



Champillon, March 1, 2022

PROFESSIONAL EQUALITY TODAY

The index of professional equality set up by the Ministry of Labour is one of the various measures provided for by the law of September 5, 2018 for the freedom to choose one's professional future. This index aims to eliminate the wage inequalities between women and men in France. Companies must achieve the result of 75/100, otherwise they have three years to implement corrective actions.

Five measurement indicators are to be reported each year:

- The gender pay gap.
- The distribution gap of individual increases.
- The gap in the distribution of promotions between women and men.
- The number of female employees receiving a raise upon their return from maternity leave.
- Parity among the ten highest salaries.

OUR ACTION:

Redesigned in its entirety after major constructions, the Royal Champagne Hotel & Spa was born from a blank page where the human has a central place. With values of pleasure, sharing and sincerity, the hotel has since its opening distinguished itself by an advantageous salary policy and exemplary working conditions, which has led to obtain the "Great Place To Work" label in 2019 and 2021.

As professional equality is a key concept in the philosophy of human resources, management gives each man and woman the opportunity to progress to the same level of remuneration and career, in an equal way, by putting in place actions in favor of gender diversity.

OUR RESULT:

While the average score in France is 83/100 for companies between 50 to 250 employees, the Royal Champagne Hotel & Spa has obtained a score of **96 points out of 100** for the 2021 financial year. In 2020, we scored 93 points out of 100.

This note was widely shared to the Social and Economic Committee, to employees, and the hotel is committed to ensuring that these results continue in the years to come.