



Champillon, March 1st, 2024

EQUALITY IN THE WORKPLACE TODAY

The professional equality index established by the Ministry of Labor 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 wage inequalities between women and men in France. Companies must achieve a score of 75/100, failing which they have three years to implement corrective actions. This index aims to eliminate wage inequalities in France.

Five measurement indicators must be reported annually:

- The pay gap between women and men.
- The gap in the distribution of individual increases.
- The gap in the distribution of promotions between women and men.
- The number of female employees who received raises upon returning from maternity leave.
- Gender parity among the ten highest salaries.

OUR INITIATIVE:

Completely redesigned after significant work, Royal Champagne Hotel & Spa was born from a blank page where humanity has a central place. Built on values of enjoyment, sharing, and sincerity, the hotel has distinguished itself since its opening with an advantageous salary policy and exemplary working conditions, which earned it the "Great Place To Work" label in 2019, 2021, and 2023.

Gender equality being a key concept of the human resources philosophy, the management provides the opportunity for every man and woman to progress at the same level of remuneration and career advancement, equally, by implementing actions in favor of diversity.

OUR RESULT:

While the average score in France is 88/100 for companies with 50 to 250 employees, Royal Champagne Hotel & Spa achieved a score of **98 out of 100** for the 2023 exercise.

This score was widely shared with the Social and Economic Committee as well as with the employees, and the hotel is committed to maintaining these results in the years to come.