



Champillon, le 28 février 2025

## **PROFESSIONAL EQUALITY TODAY**

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

Five indicators must be reported each year:

- The pay gap between men and women.
- Gap in the distribution of individual pay rises.
- Gap in the distribution of promotions between women and men.
- The number of female employees receiving a raise after returning from maternity leave.
- Parity among the ten highest earners.

## **OUR ACTION:**

Completely redesigned after extensive renovations, the Royal Champagne Hotel & Spa was born from a blank slate, with people at its heart. Based on the values of pleasure, sharing and sincerity, the hotel has stood out from the outset for its advantageous salary policy and exemplary working conditions, which have enabled it to be awarded the "Great Place To Work" label in 2019, 2021 and 2023.

Professional equality being a key notion in the human resources philosophy, management gives every man and every woman the opportunity to progress to the same level of remuneration and career, equally, by implementing actions in favor of gender diversity.

## **OUR RESULT:**

While the average score in France is 88/100 for companies with 50 to 250 employees, the Royal Champagne Hotel & Spa achieved a score of **99 points out of 100** for the 2024 financial year.

This score has been widely shared with the Social and Economic Committee and employees alike, and the hotel is committed to maintaining these results in the years to come.