

# Equality Index 2023

## Nexans France

Nexans France is more than ever committed to its diversity and inclusion policy. For several years, through our WiN program, we have been working to ensure equality in the workplace between women and men, including equal pay.



We foster a sense of belonging among employees by creating an inclusive work environment in which employees can thrive and engage.

This is why our Diversity & Inclusion policy include, in addition to gender equality: non-discrimination, inclusion, integration and training.

**As of March 1st:** Nexans France scores **79** out of 100 on the 2023 Gender Equality Index (up from 75 in 2022) based on 5 criteria:



Pay gap between men and women



Difference in the distribution of individual pay rise



Difference in the distribution of promotions



Number of employees with a pay rise on return from maternity leave



Parity among the 10 highest remunerations

At Nexans, we value and respect all the differences that make each person unique because together we will electrify the future. This is what diversity means to us.

#WOMENINNEXAN

#WEARENEXAN

#WOMENEMPOWERMENT

#WORK TOGETHER, WiN TOGETHER