

Equality Index 2022

Nexans Industrial Solutions France

Nexans Industrial Solutions 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 Industrial Solutions France scores **78** out of 100 on the 2022 Gender Equality Index based on 5 criterias:



Pay gap
between men
and women
33/40



Difference in the
distribution of
individual pay rise
20/20



Difference in
the
distribution of
promotions
10/15



Number of
employees with a
pay rise on return
from maternity leave
15/15



Parity among
the 10 highest
remunerations
0/10

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