

French Gender Equality Index

UES “Economic & Social Unit”
S&P Global Ratings Europe Limited (French Branch)
and S&P Global France SAS

Preamble

With the aim to increase transparency and eliminate all gender disparities, France introduced the calculation and publication of the Gender Equality Index in 2018 for companies with 50 or more employees.

Our global policies, practices, and processes are based around principles of diversity, equity, and inclusion. With these principles guiding our approach to pay and career progression, recruitment, and working conditions, we continue to maintain a work environment free from gender discrimination.

Score

In our fourth year reporting these metrics for S&P Global, we scored a total of **73 out of 100**.

Description	Maximum Points	Score 2022/23	Score 2021/22	Score 2020/21	Score 2019/20
Global Equality Index	100	73	90	91	71
Pay gap	40	23	35	36	35
Individual annual increases gap	35	25	35	35	15
Pay increase for returning maternity leave	15	15	15	15	n/a
Balance of genders in the top ten highest earners	10	10	5	5	10

Analysis

Our score is slightly below 75 points. S&P Global is proud to have improved on our gender balance for our top 10 remunerations and maintained a 10 out of 10 on salary increases for our returning maternity leaves.

Although our ongoing objective is to achieve the highest score possible, due to the small size of our team in Paris, minor variations from year to year can have a significant impact on our score.

The Gender Equality Index analysis suggests that we do not have systematic issues with policies and practices related to compensation. S&P Global has been committed for years to take a Diversity, Equity, and Inclusion’s approach that is embedded in our strategy and supported by our board, CEO, and our Executive Committee members. While we make progress every year, we do not take anything for granted and continue to provide an inclusive workplace and partner with communities to reinforce inclusion outside of the workplace.

Approach to Diversity, Equality, and Inclusion (DEI)

At S&P Global, as the world’s foremost provider of transparent and independent ratings, benchmarks, analytics and data, we embrace DEI as a critical business driver and a responsibility owned by our global colleagues.

In 2022, we built on the strengths of our new, combined company, and expanded our Corporate Responsibility and DEI team, and reinforced our commitment to DEI.

While we have made progress in our first year as a combined organization, we recognize that there is more work to be done. We aim to continue to advance our DEI focus in our organization, through our People First approach, as we deliver in 2023.

We have activated several measures to promote a culture of diversity, equity, and inclusion that include:

- Policies and Programs
- Processes and Practices
- Initiatives

Policies and Programs:

S&P Global promotes equity and supports personal development and wellbeing needs across the workforce. Some of the specific offerings on the benefits include:

- Paid parental leave for all parents, regardless of gender, welcoming a child through birth, adoption, foster, or surrogacy for 26 weeks.
- Adoption assistance.
- Flexible paid compassion leave following loss of a loved one.
- Three months' pay to family members following loss of an employee.
- Flexible arrangements for those working from home while caring for family.
- Fertility coverage and a dedicated patient care advocate.
- Family support including back-up care for children and adult family members.
- Tutoring services for children.
- Gender-affirmation surgery.
- Menopause Support.

In addition to our comprehensive benefits, we offer a wide range of programs designed with our employees' physical, mental health, and wellbeing in mind.

Wellbeing is a key component of inclusion and we want our employees to have the tools and resources to address the challenges that impact how they live, work, and relate to others. Global programs include:

- LifeWorks Wellbeing Program: Information, support, and resources at no cost to our people. Services include face-to-face or video counseling, referrals to wellbeing coaches, legal, and financial consultations with licensed professionals and child- and elder-care matching options.
- Lift Session Fitness: Virtual fitness classes, as well as "Mindful Moments" breathing, meditation, and light stretching sessions designed to help release stress and improve focus.
- Wellbeing Support Program: To help our employees live their healthiest lifestyle, we provide reimbursement for wellbeing-related activities that meet their specific wellness needs.
- Life Speak: A digital wellbeing education platform that provides access to the world's leading experts on topics ranging from Mental Health, Preventative Health, Family Issues, DEI, and Professional Skills Development.

Processes and Practices

When it comes to managing the entire employee lifecycle, at S&P Global, no discrimination based on gender, race, ethnicity, religion, disability, or other diversity profiles is allowed. A few examples are mentioned below:

- **Hiring and Promotion processes** at S&P Global are merit based and discrimination based on gender, ethnicity, religion, disability, or any other diversity profile is not allowed.
- **Annual compensation planning** involves activities which decide the yearly salary increases and bonus payouts to the employees.

Some of the active and structural measures taken to support equality are as follows:

- Active communication to managers that states discrimination based on gender, ethnicity, or any other demographic profiles is not allowed.
- The multiple levels of governance (CEO, business leader, and compensation team review and sign off) structure of annual compensation planning is maintained so that no one individual is finalizing the decisions.
- Reporting around Diversity, Equity, and Inclusion metrics externally and to the Board.

Initiatives (to promote gender equality and career development)

In 2022, S&P Global relaunched our enterprise-wide learning team, Edge, to deliver programs and content that promote personal, team, and leadership development for all colleagues. Edge programming includes personal and professional skills development, industry hot topic learnings and CREATE, our signature leadership development program.

S&P Global is committed to the equitable development of its people. As part of our DEI strategy, we are also specifically investing in our women leaders throughout the organization. In addition to existing programs that are open to all colleagues, in 2022, we expanded three career development programs for our women leaders:

- PILOT Coaching Program: A six-month program that delivers virtual leadership and career development to 180 emerging leaders through individual reflection, manager feedback, and live virtual group coaching sessions.
- Cajetan Executive Coaching Program: A six-month leadership and career development program for 44 of our senior women leaders exploring themes such as imposter syndrome, organizational visibility, and the authority gap. The program is designed to harness the power of cohort-based learning via masterclasses, executive roundtables, and 1:1 virtual executive coaching.
- MLBennett Consulting LLC (MLBC) Sponsorship Program: Designed for our women executives, this two-year sponsorship program is virtual and customized to 20 individual participants, leveraging 360-degree feedback, regular sponsor check-ins, and tailored development plans to advance the candidate's visibility and success.

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