

# EQUALITY INDEX 2018

The law number 2018-771 of September 5, 2018 for the freedom to choose one's professional future, compels companies of more than fifty employees to measure and to correct the differences of compensation between men and women. This is in response to the Government's commitment to make professional equality between men and women one of its top priorities.

The implementing decree number 2019-15 published on January 8, 2019 specifies the methods of calculation of the index through 5 indicators.

The Index is calculated for the calendar year 2018 and is published at the latest on the dates below according to the size of the company or UES (Entity or Economic and Social Unit):

- March 1, 2019 for entities or UES with more than 1,000 employees
- September 1, 2019 for entities or UES with 250 employees to 1,000 employees
- March 1, 2020 for entities or UES with more than 50 employees

\*Acronym stands in French for Unité Economique et Sociale (Economic and Social Unit) and represents all legal entities based in Issy Les Moulineaux headquarters

Entities in the UES*	Result of the 2018 Index
Sodexo SA	89
Sodexo Pass International SAS	
Bellon SA	