



## ICON Clinical Research France published its Gender Equality Index

Before March 1, 2020, in line with its legal obligations, **ICON Clinical Research France** published its index on professional equality between men and women and obtained a score of **74/100**.

Each of the four indicators is associated with a number of points for a total score of up to 100 points. ICON Clinical Research France's score against each indicator is detailed in the table below.

Indicator	Range	Score
Pay gap between women and men	0 - 40	39
Rate differentials of individuals wage increases	0 - 35	35
Percentage of employees with salary increased on their return from maternity leave *	0 - 15	0
Number of employees for the under- represented gender among the top 10 earners **	0 - 10	0
		<b>74</b>

\* If only one Female does not obtain an increase (on return from Maternity Leave) in such circumstances, the score will be zero instead of fifteen

\*\* The top ten highest paid employees are Female with no Male representation resulting in zero for this indicator.

At **ICON Clinical Research France**, we pay male and female employees equally for the same or equivalent work. We have worked hard to structure our **pay principles** to ensure that gender is not a factor in how we deliver rewards.

These pay principles have helped us close the gender pay gap and have ensured equal opportunities for pay increases for men and women which is reflected in our high scores against these indicators.

We have identified actions to be implemented in order to obtain, at the latest within 3 years, an equality index that is greater than or equal to 75 points. These actions include implementing improved controls to ensure all employees returning from maternity leave are in receipt of a salary increase while continuing to have minimal or no pay gaps or differences in the application of pay rises between Male and Female employees.

Under our **Diversity and Inclusion program**, we will be training all our people leaders to understand unconscious bias and similarity bias and also how to encourage diversity of thought and foster inclusion in their teams. These fundamentals will be embedded into all people leader programs, and reflect the values upon which we assess performance behaviors.