

Bloomberg GEI - Questionnaire 2024 (data FY 2022)

KPI	2024 (Data 2022)	Source	Additional information	2023 (Data 2021)	2022 (Data 2020)	2021 (Data 2019)
Leadership						
Percentage of women on company board	50%	Saint-Gobain URD 2022 p.170	There are 7 women among the 14 board members. A different proportion is used when taking into account the French AFEP-MEDEF Code which does not consider board members representing employees and board members representing employee shareholders.	57,14%	50%	42,86%
Chairperson is a woman	N	Saint-Gobain URD 2022 p.157	Pierre-André De Chalendar is the Chairman of the Board of Directors	N	N	N
Gender balance in board leadership	67%	Saint-Gobain URD 2022 p. 158	2 out of 3 committees are chaired or co-chaired by a woman. Pamela Knapp is Chairwoman of the Audit and Risk Committee and Agnès Lemarchand is Chairwoman of the Corporate Social Responsibility Committee.	100%	67%	33%
Chief executive officer (CEO) is a woman	N	Saint-Gobain URD 2022 p.158	Benoit Bazin is the CEO of the company.	N	N	N
Woman chief financial officer (CFO) or equivalent	N	Saint-Gobain URD 2022 p.39	Sreedhar N. is the CFO of the company.	N	N	N
Percentage of women executive officers	37.5%	Saint-Gobain URD 2022 p.39	6 out of the 16 executive officers are women.	37,50%	25%	21,43%
Chief diversity officer (CDO)	Y	Saint-Gobain URD 2022 p.92	The Group is strongly committed to diversity and inclusion, which is one of its priority CSR challenges. Claire Pedini, currently Senior Vice-President as well as Human Resources and Corporate Social Responsibility Director, is a member of the Group's Executive Committee and is directly in charge of diversity and inclusion initiatives.	Y	Y	Y
Talent Pipeline						
Percentage of women in total management	27.4%	Saint-Gobain URD 2022 p.145		26,30%	25,30%	24,20%
Percentage of women in senior management	24%	Saint-Gobain URD 2022 p.145		21%	19%	17,10%
Percentage of women in middle management	27,4%			26,70%	25,30%	24,11%
Percentage of women in non-managerial positions	22,8%			22,7%	22,2%	22,1%
Percentage of women in total workforce	23.7%	Saint-Gobain URD 2022 p.145		23,30%	22,60%	22,40%
Percentage of women total promotions	32.4%	Saint-Gobain URD 2022 p.145		31,40%	33,70%	28,90%
Percentage of Women IT/Engineering	14,9%			14,5%	14,6%	14,3%
Percentage of new hires are women	27.5%	Saint-Gobain URD 2022 p.143		26,90%	27,10%	25,80%
Percentage of women attrition	26.1%	Saint-Gobain URD 2022 p.144		25,40%	25,60%	25,50%
Time-bound action plan with targets to increase the representation of women in leadership positions	Y	Saint-Gobain URD 2022 p.93	Saint-Gobain shares its targets for increasing the representation of women in leadership positions: - 30% of women in the Group Executive Committee in 2025 - an average of 30% of women in the Executive Committees of Business Units in 2025 - 25% female senior executives in 2025	Y	Y	Y
Time-bound action plan with targets to increase the representation of women in the company	Y	Saint-Gobain URD 2022 p.93	In addition to targets for increasing the representation of women in leadership positions, Saint-Gobain has set the objective to have 30% female managers in 2025 (with the target of 25% reached in 2020). These objectives are monitored each quarter by the Executive Committee. At a Group level, each monthly meeting of the Human Resources Committee includes a dedicated time to follow up on targets and the action plan related to increasing the representation of women in the company.	Y	Y	Y
Pay						

Adjusted mean gender pay gap	ND	Saint-Gobain URD 2022 p.93	Saint-Gobain has a program dedicated to following up on the discrepancy between qualitative and quantitative indicators. In 2020, Saint-Gobain launched the initiative to use Big Data to identify differences in the situation between women and men in the Group's organizational structure. The aim is to identify underlying stereotypes that hinder the integration of women into management bodies or that create systematic gaps. Each country has implemented an action plan in accordance with the human resources policy (see chapter 3, section 3.2.2, p. 91).	-	-	-
Global mean (average) raw gender pay gap	92%	Saint-Gobain URD 2022 p.145	Ratio of average total compensation: female to male	0,91	0,92	0,92
Time-bound action plan to close its gender pay gap	N			N	N	N
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Y	Saint-Gobain URD 2022 p.93	Objectives related to gender diversity have been set: 30% female managers in 2025 (target of 25% reached in 2020) and 25% female senior executives in 2025. They have been developed at local and Business Unit levels and are integrated into the performance criteria that determine the annual variable compensation of senior executives.	Y	Y	Y
Inclusive culture						
Number of weeks of fully paid primary parental leave offered	14	Press Release "CARE by Saint-Gobain"	The social protection program "CARE by Saint-Gobain" offers a minimum of 14 weeks maternity leave on full salary in 100% of the countries where Saint-Gobain operates.	14	14	14
Number of weeks of fully paid secondary parental leave offered	0.6	Press Release "CARE by Saint-Gobain"	Minimum of three days leave on full salary for secondary caregiver for the birth or adoption of a child (3/5).	0,6	0,6	0,43 (3/7)
Parental leave retention rate	ND			Not disclosed	Not disclosed	Not disclosed
Back-up family care services or subsidies through the company	N	-	Back-up care services are offered on a case-by-case basis in different companies, but there is no global policy.	N	N	Na
Flexible working policy	Y	Saint-Gobain URD 2022 p.94	Generally speaking, the Group wishes to create a motivating and engaging work environment, respectful of the work/life balance for all employees. As such, flexible working and working from home are encouraged.	Y	Y	Y
Employee resource groups for women	Y	Saint-Gobain Foundation	In the Group, women employees can choose to join a women's network thanks to the program "WIN by Saint-Gobain" in addition to other women-focused resource groups at local levels around the world. In North America, the Women's Network hubs are focused on helping women with career advancement. Beyond employee resource groups, the Saint-Gobain Foundation funds different projects with a focus on women. In Nairobi, 50,000€ were granted for the ORKID NGO that offers a 3-month training project to help young women from disadvantaged backgrounds in Kenya find employment. 16,000 young women will benefit from this program. In Beirut, Lebanon, the Foundation funded the training of vulnerable or refugee youth aged 12 to 18, especially girls, through a digital program provided online and offline to help them pass the official Brevet exam and prepare for secondary or vocational studies. In India, the Saint-Gobain India Foundation has collaborated with around 16 Non-Governmental Organizations (NGO) to benefit 9,526 girls each year.	Y	Y	Y
Unconscious bias training	Y	Saint-Gobain URD 2022 p.93	In terms of training, an e-learning document on awareness of gender diversity issues, titled Gender Balance Awareness, is available in several languages and circulated to the human resources and management teams. This program was updated at the end of 2020 under a new e-learning format called Unconscious Bias.	Y	Y	-
Annual anti-sexual harassment training	N	Saint-Gobain Antiharassment Policy	Saint-Gobain published an Anti-Harassment Policy. Each Saint-Gobain entity ensures that this policy is widely disseminated to all relevant people. It is included in the staff handbook. All new collaborators must be trained on the content of this policy as part of their onboarding.	N	N	N

N= No

Y= Yes

ND= Not disclosed