



2024 GENDER EQUALITY INDEX



GROUPE
SAVENCIA
Saveurs & Spécialités

88/100

2024 Gender Equality Index

In accordance with the French law "Avenir Professionnel", French companies with more than 50 employees publish in March 2025 their gender equality index based on 4 or 5 indicators leading to a score out of 100

Savencia Saveurs & Spécialités gets an average of 88/100 *

ARMOR PROTEINES	BONGRAIN GERARD	BRESSOR	CFVA	ELVIR	CHAUMES	FROMARSAC	MESSAGERIES LAITIERES	PERREAULT	REVILLON	TESSIER	VALRHONA	LMDC
82	89	89	93	88	83	80	93	65	93	90	92	85
POITOU CHEVRE	SOUCHON	SPLF	SRL	FROMAPAC	LESCURE	CHOCOLATREE	LBC	SOFIVO	THIERACHE	AO	GRAND OUCHE	
NC	99	84	89	74	88	NC	94	94	98	81	93	
CF&R	SBA	SOREDAB/ SB BIO	SNS	SODILAC	DE NEUVILE	WEISS	AOC	BERTHAUT	FRUISEC	SITDS	VIHIERS	PAPILLON
93	81	98	79	93	NC	80	96	NC	94	84	84	87

As part of its CSR approach, SAVENCIA Saveurs & Spécialités has reaffirmed its commitment to diversity and inclusion, convinced that gender diversity is a real asset for the Company's performance.

- * Weighted average based on companies with more than 50 employees that could calculate the index
- ** not calculable index

	Indicator 1 - Pay gap	Indicator 2 – Pay rise	Indicator 3 – Promotion rate	Indicator 4 – Maternity	Indicator 5 - Parity in high-earners	Score
Companies with less than 250 employees						
VIHIERS	29	35		15	5	84
SODILAC	33	35		15	10	93
FROMAPAC	39	15		15	5	74
CHOCOLAT WEISS	25	35		15	5	80
SAVENCIA RESSOURCES LAITIERES	34	35		15	5	89
ALLIANCE OCEANE ET CHARCUTIERE	36	35		15	10	96
GRAND OUCHE	38	35		15	5	93
SOUCHON D'AUVERGNE	39	35		NC	10	99
LUISSIER BORDEAU CHESNEL	39	35		15	5	94
SITDS	36	35		NC	5	84
LES FROMAGERS DE THIERACHE	38	35		15	10	98
ALLIANCE OCEANE	36	25		15	5	81
SOFIVO	39	35		15	5	94
FROMAGERIES LESCURE	38	25		15	10	88
SAVENCIA NORMANDIE SERVICES	39	15		15	10	79
SAVENCIA PRODUITS LAITIERS FRANCE	39	25		15	5	84
FRUISEC	34	35		15	10	94
PAPILLON	37	35		15	0	87
SOREDAB / SB BIO	38	35		15	10	98
Companies with at least 250 employees						
LA MAISON DU CHOCOLAT	40	5	15	15	10	85
SB ALLIANCE	31	20	15	15	0	81
TESSIER	35	20	15	15	5	90
MESSAGERIES LAITIERES	39	20	NC	15	5	93
FROMARSAC	35	20	10	15	0	80
CFVA	38	20	15	15	5	93
BRESSOR	39	20	15	15	0	89
REVILLON CHOCOLATIER	33	20	15	15	15	93
ARMOR PROTEINES	37	20	10	15	0	82
FROMAGERIES PERREULT	35	0	15	15	0	65
FROMAGERIES DES CHAUMES	38	20	5	15	5	83
ELVIR	38	10	15	15	10	88
BONGRAIN GERARD	34	20	15	15	5	89
VALRHONA	37	20	15	15	5	92
CF&R	38	20	15	15	5	93