



2025 GENDER EQUALITY INDEX



GROUPE
SAVENCIA
Saveurs & Spécialités

88/100

2025 Gender Equality Index

In accordance with the French law "Avenir Professionnel", French companies with more than 50 employees publish in March 2026 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	
86	93	90	84	88	93	86	94	78	88	83	94	
SOUCHON	SPLF	SRL	FROMAPAC	LESCURE	CHOCOLATREE	LBC	SOFIVO	THIERACHE	GRAND OUCHE	AO	PAPILLON	LMDC
83	94	83	76	74	NC**	94	94	99	83	73	94	88
CF&R	SBA	SOREDAB	SNS	SODILAC	DE NEUVILE	WEISS	AOC	BERTHAUT	FRUISEC	SITDS	VIHIERS	
94	83	98	78	90	NC**	72	78	NC**	69	89	98	

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

Companies with less than 250 employees

FRUISEC	39	15		NC	5	69 / 100
SODILAC	35	35		15	5	90 / 100
SOUCHON D AUVERGNE	38	25		15	5	83 / 100
FROMAGERIE DE VIHIER	38	35		15	10	98 / 100
ALLIANCE OCEANE ET CHARCUTIERE	38	15		15	10	78 / 100
CHOCOLAT WEISS	17	35		15	5	72 / 100
FROMAPAC SAS	40	15		NC	10	76 / 100
LUISSIER BORDEAU CHESNEL	39	35		15	5	94 / 100
FROMAGERIES PAPILLON	39	35		15	5	94 / 100
GRAND OUCHE	38	25		15	5	83 / 100
SAVENCIA RESSOURCES LAITIERES	23	35		15	10	83 / 100
ALLIANCE OCEANE	38	15		15	5	73 / 100
LES FROMAGERS DE THIERACHE	39	35		15	10	99 / 100
SAVENCIA PRODUITS LAITIERS FRANCE	39	35		15	5	94 / 100
SOFIVO	40	35		NC	5	94 / 100
SOREDAB	38	35		15	10	98 / 100
FROMAGERIES LESCURE	39	15		15	5	74 / 100
SAVENCIA IT & DIGITAL SERVICES	39	35		15	0	89 / 100
SAVENCIA NORMANDIE SERVICES	38	15		15	10	78 / 100

Companies with at least 250 employees

FROMARSAC	36	20	10	15	5	86 / 100
SB ALLIANCE	33	20	15	15	0	83 / 100
CIE FROMAGERE VALLEE DE L ANCE	39	10	15	15	5	84 / 100
LA MAISON DU CHOCOLAT	38	10	15	15	10	88 / 100
ETS TESSIER	38	10	15	15	5	83 / 100
MESSAGERIES LAITIERES	39	20	15	15	5	94 / 100
REVILLON CHOCOLATIER	38	10	15	15	10	88 / 100
BRESSOR SA	40	20	10	15	5	90 / 100
FROMAGERIES PERREAULT	38	5	15	15	5	78 / 100
ARMOR PROTEINES	36	20	15	15	0	86 / 100
FROMAGERIES DES CHAUMES	38	20	15	15	5	93 / 100
ELVIR	38	10	15	15	10	88 / 100
BONGRAIN GERARD SAS	38	20	15	15	5	93 / 100
VALRHONA	39	20	15	15	5	94 / 100
CIE DES FROMAGES ET RICHESMONT	39	20	15	15	5	94 / 100

Progression objectives

	Indicator 1 - Pay gap	Indicator 2 – Pay rise	Indicator 3 – Promotion rate	Indicator 4 – Maternity	Indicator 5 - Parity in high-earners	Score	New score with progression objectives
Companies with less than 250 employees	(40 points)	(35 points)		(15 points)	(10 points)		
FRUISEC	39	15		NC	5 + 5	69,41 / 100	74,41 / 100
SOUCHON D AUVERGNE	38	25 + 10		15	5 + 5	83 / 100	98 / 100
ALLIANCE OCEANE ET CHARCUTIERE	38	15 + 10		15	10	78 / 100	88 / 100
CHOCOLAT WEISS	17 + 13	35		15	5	72 / 100	85 / 100
FROMAPAC SAS	40	15 + 10		NC	10	76,47 / 100	86.47/100
GRAND OUCHE	38	25 + 10		15	5	83 / 100	93 / 100
SAVENCIA RESSOURCES LAITIERES	23 + 4	35		15	10	83 / 100	87 / 100
ALLIANCE OCEANE	38	15 + 10		15	5 + 5	73 / 100	88 / 100
FROMAGERIES LESCURE	39	15 + 10		15	5 + 5	74 / 100	89 / 100
SAVENCIA NORMANDIE SERVICES	38	15 + 10		15	10	78 / 100	88/100
Companies with at least 250 employees	(40 points)	(20 points)	(15 points)	(15 points)	(10 points)		
CIE FROMAGERE VALLEE DE L ANCE	39	10 + 10	10	15	5	84 / 100	94 / 100
ETS TESSIER	38	10 + 10	15	15	5	83 / 100	93 / 100
FROMAGERIES PERREAULT	38 + 2	5 + 5	15	15	5	78 / 100	85 / 100
SB ALLIANCE	33	20	15	15	0 + 5	83 / 100	85 / 100