



2024 GENDER EQUITY INDEX



SAVENCIA
FROMAGE & DAIRY

87/100



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 87/100 *

ARMOR PROTEINES	BONGRAIN GERARD	BRESSOR	CFVA	ELVIR	CHAUMES	FROMARSAC	MESSAGERIES LAITIERES	PERREAULT	TESSIER
82	89	89	93	88	83	80	93	65	90
POITOU CHEVRE	SPLF	SRL	FROMAPAC	LESCURE	SOFIVO	THIERACHE	AO	GRAND OUCHE	
NC	84	89	74	88	94	98	81	93	
CF&R	SBA	SOREDAB/ SB BIO	SNS	SODILAC	BERTHAUT	FRUISEC	SITDS	VIHIERS	PAPILLON
93	81	98	79	93	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
- ** index not calculable



	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
SAVENCIA RESSOURCES LAITIERS	34	35		15	5	89
GRAND OUCHE	38	35		15	5	93
SITDS	36	35		NC	5	84
LES FROMAGERS DE THIERACHE	38	35		15	10	98
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
VIHIERS	29	35		15	5	84
Companies with at least 250 employees						
SB ALLIANCE	31	20	15	15	0	81
TESSIER	35	20	15	15	5	90
MESSAGERIES LAITIERS	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
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
CF&R	38	20	15	15	5	93