

## **GENDER EQUALITY PLAN**

### **Introduction**

Mitsubishi Electric R&D Centre Europe (MERCE) wishes to affirm its commitment to the promotion of professional equality and equal pay regardless of gender and reaffirms its respect for the principle of non-discrimination between women and men.

The promotion of gender equality is an essential pillar for the sustainable and inclusive development of an organization. Recognizing the social, economic and ethical benefits of equality, gender mix and diversity, MERCE is committed to implementing an ambitious and concrete action plan. This plan aims to eliminate disparities, promote equality and create an environment in which every individual, regardless of gender, can achieve their full potential.

Within this framework, considering the company's sector of activity and the data analyzed, MERCE decides to implement concrete actions aimed in particular at:

- Professional equality in recruitment and throughout each individual's career.
- Identical career development for men and women.
- Equal pay for men and women.
- A better work-life balance.
- Prevention and action against sexist and sexual violence and harassment.

Any action aimed at correcting disparities in treatment presupposes precise, factual knowledge of the company's different situations. Accordingly, this action plan has been drawn up with the MERCE's specificities in mind, so that the measures described can be adapted, implemented and monitored.

The objectives pursued by Mitsubishi Electric R&D Centre Europe are as follows:

1. Guarantee equal opportunities in the recruitment process and at all stages of an individual's career.
2. Ensure equal pay for men and women, and balanced gender representation in management positions
3. Encourage a balance between professional and personal life
4. Prevent discrimination and promote diversity
5. Raise awareness and provide ongoing training for employees in the area of professional equality.
6. Implement preventive measures against gender-based and sexual violence as well as sexual harassment.

## **GENDER EQUALITY PLAN MEASURES**

### **1. Guarantee equal opportunities in the recruitment process and at all stages of an individual's career**

Practise a neutral and inclusive recruitment:

- Write job descriptions neutrally to eliminate gender bias
- Promote a gender-balanced workforce
- Use diversified channels for job offers to attract a diversity of candidates (recruitment page on the MERCE website, LinkedIn, relations with schools, etc.).
- Raise awareness among recruiters (HR department and operational managers) of non-discriminatory selection and unconscious biases.

Guarantee equal opportunities in career development:

- Raise awareness of non-discriminatory selection among decision-making managers
- Set up mentoring programs to support women's career development
- Guarantee equal access to professional training for men and women through the skills development plan
- Identify talent and implement an inclusive skills management policy

Retain women in professions where they are statistically under-represented.

### **2. Ensure equal pay for women and men and balanced gender representation in management positions**

Equal pay:

- Carry out an annual salary audit to identify any pay gaps between men and women and implement corrective measures.
- Maintain a remuneration policy preserving equal pay for women and men, based exclusively on professional criteria and in particular responsibilities, professional skills, job technicality and professional experience, and not gender.
- Draw up and publish a gender equality index in line with legal requirements.

Balanced representation in management:

- Aim for a balanced representation of women and men on the Executive Committee and in management

### **3. Work-life balance**

Monitoring of working hours and teleworking:

- Raise awareness and support managers in the monitoring of working hours
- Track paid leave counters to enable employees to rest
- Encourage working from home for willing employees and for eligible positions
- Support parent and adapt workloads accordingly

#### **4. Prevent discrimination and promote diversity**

Policy to be implemented and developed:

- Work on updating the anti-discrimination and harassment policy, with a reminder of reporting and complaint management procedures
- Organize events for all employees to raise awareness of diversity and inclusion.

#### **5. Awareness-raising and training**

Continuing employee training:

- Organize training courses on professional equality, unconscious biases and inclusive practices.

#### **6. Implement preventive measures against gender-based and sexual violence as well as sexual harassment.**

- Communicate on the role of the referent in the fight against sexual harassment and gender-based harassment (referent appointed by the social and economic committee).
- Reinforce communication on current human rights policy
- Sanction misconduct
- Encourage managers to address the issue of sexual harassment and sexist harassment during annual performance reviews.
- Take account of the risks of sexual harassment and sexist harassment when updating the single document on professional risks.
- Set up appropriate training programs to enable managers and members of the Employee Representative Committee (CSE) to prevent and respond to situations of sexual harassment and gender-based harassment.
- Remind employees of the existence of an e-mail box dedicated to alerts and, in particular, to the reporting of sexual harassment and/or sexist harassment.

### **CONDITIONS FOR IMPLEMENTING THE GENDER EQUALITY PLAN**

**Dedicated resources:**

- The Human Resources department and the management team will implement this action plan, in conjunction with the social and economic committee.

**Monitoring and evaluation:**

- Define and monitor indicators: percentage of women recruited, average pay gap, number of training courses carried out, etc.

**Meetings of the Employee Representative Committee (CSE):**

- Add the theme of gender equality to the agenda of at least 2 meetings a year, in order to assess progress, identify challenges and adjust measures if necessary
- Include this item in the minutes of the Employee Committee Representative (CSE) meetings and communicate it to all employees.

**Internal communication and commitment**

- Regular employee awareness-raising via the server, on noticeboards and at information meetings
- Visible commitment from management through communications, speeches, events and the integration of equality principles into the corporate culture.

A handwritten signature in black ink, appearing to read 'DM', with a long horizontal line extending to the left from the bottom of the signature.

David MOTTIER


General Manager



# IEFH 2023 : NC/100

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**NC/40**  
Pay gap



**35/35**  
Difference between wage increase rates.

**NC/15**  
0 % of female workers returning from maternity leave



**5/10**  
2 : Number of workers of underrepresented gender among the top highest paid

