

MAY 2023

COMMITMENT OF THE LNE'S GENERAL MANAGEMENT TO PROFESSIONAL EQUALITY

The General Management of LNE, Laboratoire national de métrologie et d'essais, reaffirms its commitment to professional equality between women and men.

LNE promotes professional gender equality in all its activities and at all levels of responsibility, including in sectors traditionally over-represented by one gender.

Several actions have been put in place to promote professional equality:

- Setting targets to encourage the appointment of women to managerial and executive positions,
- Balanced representation of women and men in all professions, including technical professions,
- Financial scheme for equal pay for men and women
- Work-life balance,
- Establishment of a harassment and sexual harassment referent,
- Training of HRD staff in non-discrimination in recruitment.

Each year, the LNE draws up a *Report on the comparative situation of men and women* with the aim of establishing a general analysis of the situation of male and female employees, indicating the measures taken during the year to ensure professional equality and providing explanations on the actions planned or to be undertaken.

Constant evolution of the gender equality index

2019 : **74/100**

2020 : **84/100**

2021 : **88/100**

2022 : **88/100**

2023 : **94/100**

The results of this policy can be seen in the regular evolution of our Gender Equality Index; in five years, this index has risen by 20 points, from 74 in 2019 to 94 in 2023, i.e. 19 points above the legal requirement.

LNE considers diversity as a lever for success and places great importance on parity, making it a priority.



Thomas GRENON
Managing Director