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2021 Gender Equality Index

In France, Tarkett calculates and publishes each year, in accordance with the legislation on gender equality (French “Act for the freedom to choose one’s future career”), the “Gender Equality Index” for its three legal entities.

The index is comprised of five indicators covering gender pay gaps, differences in individual salary rises, promotion differences, the percentage of female employees with salary rise following maternity leave and female representation in the top 10 salaries.

In 2021:

- Tarkett (corporate teams in France) scored 96/100 (vs 92 in 2020 and 90 in 2019),
- Tarkett France (teams from flooring activities in France) scored 90/100 (vs 87 in 2020 and 82 in 2019)
- FieldTurf France scored 91/100 (vs 92/100 in 2020 and 2019).

These results demonstrate Tarkett’s commitment and continuing efforts on gender equality and notably gender pay equality in France. For several years, part of the pay rise budget in France has been allocated to reducing the pay gap between men and women.