

2019

 France Gender Equality
Index

As FTI Consulting remains committed to creating a culture that promotes diversity, inclusion and belonging, we have published our first Gender Equality Index in compliance with the provisions of the **Freedom to Choose a Professional Future Law** of 5 September 2018 aimed at promoting professional equality between women and men.

The index is calculated on a total of 100 points across five key indicators that are used to measure pay gaps between women and men for companies in France with 50 or more employees. The five indicators include:

- Gaps in compensation
- Differences in salary increases
- Gaps in promotion rates (only applies to organizations with 250+ employees)
- Salary increases post maternity leave
- Top 10 highest paid employees

Among the 74 FTI France SAS employees in 2019, the firm scored 56 out of 100 points. This is an adjusted score, because we were not measured on promotion rates and salary increases post maternity leave. Companies are expected to score at least 75 points on this index. Given FTI's score, we have three years to improve our score.

Our Commitment

We know we have more work to do to achieve gender equality and we remain committed to our efforts as presented in our [Diversity, Inclusion & Belonging Strategy](#). Through our collective efforts, we will achieve improved results over the next three years. Together, we will get there by continuing to seek ways to evolve our culture; improve hiring, development and retention efforts; and balancing our talent workforce at all levels.

Kevin Hewitt



Chairman, Europe, the Middle East and Africa

Holly Paul



Global Chief Human Resources Officer