



Gender Equality Indicator French Legal Entities

Since 2019, the French government requires each company to measure the equality between women and men. The final score is determined by 5 indicators:







- Wage gap between women and men
- Proportion of women and men who received a salary increase
- Proportion of women and men who received a promotion
- Proportion of women returning from a maternity leave who received an increase
- Distribution between women and men among the highest salaries

The total score is 100 points and companies must reach a minimum of 75 points by law within 3 years.

Schlumberger has been practicing a proactive policy to reduce inequality and promote diversity for decades. We aim to surpass the legal requirement for every French entity and keep improving every year.

GENDER EQUALITY INDICATORS

SCHLUMBERGER FRENCH LEGAL ENTITIES* 2019

Legal Entity	2019	vs 2018	Trend
SVSA	92	87	
GSS	91	60	
EPS	81	68	
SPS	79	70	
STS	78	66	
COPS	45	88	
SALTEL	NC	NC	=
CAMERON	NC	NC	=

* Cameron & Saltel do not meet legal staff requirements to be able to calculate the indicators.