

ANDERA PARTNERS

PROFESSIONAL EQUALITY BETWEEN WOMEN AND MEN

ACTION PLAN 2022-2024



■ Objectives



+5 points per year for 3 years



Strengthening gender parity within the management company and investor roles through a targeted recruitment policy



Increased visibility of the underrepresented gender at internal and external events and interventions



Career advancement based on verifiable and objective competencies

■ Actions plan

PROMOTING A COMMITTED AND SHARED CULTURE FOR PROFESSIONAL EQUALITY BETWEEN WOMEN AND MEN						
I		LEAD(S)	PARTICIPANTS	2022	2023	2024
1	<i>Strengthen governance on professional equality between women and men</i>	HHR	Management	Formalization of recommendations	Appointment of a Gender Equality Representative Awareness-raising for the remuneration committee through the intervention of an expert	Review of actions
2	<i>Raise awareness among employees and keep them regularly informed</i>	HHR	HR References	Intervention of an expert		Same
II	IMPROVING DIVERSITY AT THE HIERARCHICAL LEVEL	LEAD(S)	PARTICIPANTS	2022	2023	2024
	<i>Make GPEC a career development tool for women (Training/Mentoring/Coaching)</i>	HHR	HR References	Formalize a skills base within the framework of the GPEC policy	Create a long-term individualized career plan	
	<i>Improve the attractiveness of underrepresented profiles by occupation</i>	HHR	COMMUNICATION ESG MANAGEMENT HR References	Video portraits mixed by jobs	Strengthen partnership with France Invest	Same
	<i>Train management in interview techniques and gender equality</i>	HHR	HR References	Creation of a management pathway	Creation of internal training on these two concepts	Deployment

■ Indicator related to the pay gap - Indicator related to the top ten highest salaries

III IMPLEMENTING A POLICY TO REDUCE PAY GAPS						
	LEAD(S)	PARTICIPANTS	2022	2023	2024	
1	<i>Conduct an assessment of pay gaps and their causes</i>	HHR	Management	Data collection	Analysis and feedback	Review of actions
2	<i>Engage employees and gather their views on gender equality in the company</i>	HHR	HR References	Implementation of an annual questionnaire	Analysis and feedback	Same
3	<i>Raise awareness among the governing body responsible for promotions and raises (Remco) about gender equality</i>	Management	HHR	Projection of N+1 data	Creation of a unique questionnaire based on formal and shared elements for the study of variable remuneration and promotions	Same
IV PROMOTING WORK-LIFE BALANCE						
	LEAD(S)	PARTICIPANTS	2022	2023	2024	
	<i>Communicate about existing measures and encourage their use</i>	HHR	HR References	Opening negotiations on paternity leave coverage	Strengthening return-to-work interviews after parental leave	
	<i>Facilitate the balance between family and professional life</i>	HHR	COMMUNICATION ESG MANAGEMENT HR REFERENCES		Drafting a charter on best practices for time management	



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GENERAL CONTACT

2, PLACE RIO DE JANEIRO - 75008 PARIS

+33 1 85 73 64 00

ANDERAPARTNERS.COM

CONTACT@ANDERAPARTNERS.COM

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