



# People

**BW Ideol seeks to be an inclusive employer and believes that equality and diversity among employees and management contributes positively to the work environment and strengthens competitiveness and performance.**

The company aims to achieve no discrimination due to gender, nationality, culture or religion with respect to remuneration, promotion or recruitment. The Group is committed to recognise diversity and ensure equal opportunities, including fair employment conditions.

**74**  
69 at 2021 year-end  
**Number of employees at year-end**  
in 5 countries

**11%**  
14% in 2021  
**Turn-over**

**14**  
**Net new positions during the year**

**2.36%**  
2,40% in 2021  
**Sick leave**

**9**  
7 in 2021  
**Number of nationalities**

**83%**  
71% in 2021  
**Training programs:** percentage of employees having received at least one training

**25%** *0% in 2021*      **75%** *100% in 2021*  
**Gender balance - Top management**

**23%** *22% in 2021*      **77%** *78% in 2021*  
**Gender balance - Total organisation**

**25%** *20% in 2021*      **75%** *80% in 2021*  
**Gender balance - Board of Directors**

**21%** *36% in 2021*      **67%** *20% in 2021*  
**Gender balance - New hires in 2022**

## Policies

### Working conditions & work-life balance

Two policies were implemented during 2022: a "home working" policy and a "disconnection" policy. Statistics will be available during 2023 and will make it possible to estimate the impact of these measures on the quality of life at work. Since September 2022, La Ciotat teams are working in new offices. The choice of this new space was guided by the desire to improve day-to-day working conditions and to facilitate exchanges between the teams, which were previously separated in two different buildings.



### Performance

The Compensation Policy outlines BW Ideol's commitment to provide compensation based on performance, experience, critical competence and market value, without any bias towards gender or ethnicity. BW Ideol organises an annual salary review to ensure consistency and includes a collective bonus scheme in the total compensation structure, of which ESG factors are integrated into four of the eight criteria for allocation. These criteria cover the following factors:

- market value of the job,
- criticality of competency, retention, etc.,
- performance, contribution and key achievements for the last period,
- competency and experience level increase achieved the last period,
- attitude and respect of HQSE requirements.

Incentive programmes are also in place to reward and to keep employees with high potential.

### Other remuneration elements

In 2022, the Company also decided to increase the share of the costs' coverage for mutual health insurance (60% coverage compared to 50% previously).

BW Ideol has also introduced a bicycle allowance to encourage the use of non-polluting modes of transport. More and more employees are taking advantage of it (16 in 2022 versus 10 in 2021)

## Actions and Action Plans

**Training:** BW Ideol continuously invests in employee training and competencies. In 2022, 83% of employees received at least one training (including internal trainings), on various topics such as ethics, safety, compliance, etc..

**Gender Equality & Diversity:** BW Ideol has published an index of professional equality between men and women pursuant to the French labour code (see the dedicated figures). The gender balance has evolved positively between 2021 and 2022 (23% of women in 2022 versus 22% in 2021). The objective will be, in 2023, to confirm this trend. Moreover, the Company has adopted monthly metrics to closely monitor the gender repartition throughout the recruitment process, supported by active promotion of female applicants for engineering jobs. A network for female employees – "Idéelles" – has also been established to attract more female talent, promote the development of women's careers and diversity in general. The Company continues to enrich the diversity of origin of its teams (9 different nationalities represented in the workforce in 2022, compared to 7 in 2021).

### 2022 Gender equality index score

#### BW Ideol scores 81/100

Gender pay gap : 31/40

Difference in the distribution of individual pay increases : 35/35

Percentage of female employees who got a salary increase when returning from maternity leave : 15/15

Parity among the 10 highest wages : 0/10

**Career path:** Even if BW Ideol's turn-over rate is particularly low, retention remains key and is integrated in the Company HR priorities. The Company will set up a career management process to provide employees with a clear career development plan. A specific multi-year training programme was implemented for middle management in 2021, deepened in 2022 and will be reinforced in 2023.

**Onboarding:** A "Buddy" program has been set up in 2022 to facilitate the integration of new employees into the teams.

## KPIs and performance measurement

The actions mentioned above resulted in two female recruitments to the top management team.

The sickness leave rate remains particularly low, at 2.36% (even lower than in 2021, 2.40%).