

Paris, 30 January 2024

CNP Assurances scores 100/100 on the 2023 Gender Equality Index and exceeds government targets for the percentage of women in management bodies

CNP Assurances has confirmed its leadership in gender equality in the workplace with a 100/100 score on the 2023 Gender Equality Index. It has also substantially exceeded all the objectives of Article 14 of the French law no. 2021-1774 of 24 December 2021, known as the "Rixain" law, on all the criteria on the increased proportion of women in management bodies.

CNP Assurances obtained the perfect score through exceptional performances across all indicators

- 40/40 on equal pay for women and men
- 20/20 for individual pay-rise rates
- 15/15 for professional promotions
- 15/15 for the percentage of employees receiving a pay rise after maternity leave
- 10/10 for the gender breakdown of the ten employees with the highest salaries

CNP Assurances also posted remarkable results in terms of the percentage of women in its management bodies, with women accounting for 58% of Executive Committee members, 41% of executive managers on an annual average, and 49% of all managers¹.

CNP Assurances was awarded the special prize for equal pay for men and women in the 2021 ranking of the proportion of women in management bodies among companies listed in the SBF 120.

Marie Rouen

Human Resources Director, CNP Assurances



"Long committed to the fight against gender inequalities in the workplace, CNP Assurances is confirming its maturity on the promotion of professional equality with a score of 100/100 on the 2023 Gender Equality Index. It has far exceeded government targets on the percentage of women in management bodies."

About CNP Assurances

Present in 19 countries around the world, the CNP Assurances group is a leading player in the insurance industry with more than 6,500 employees and net profit of €1,939 million in 2022 (IFRS 4). A subsidiary of La Banque Postale, CNP Assurances is a member of the major public financial group. In France, CNP Assurances is No. 1 in property loan insurance, No. 2 in life insurance and, in 2023, will have integrated the property insurance activities of La Banque Postale, making it a comprehensive insurer of property and persons. It is the fifth largest insurer in Europe, particularly in Italy, which is now its second largest market after France. In Brazil, the Group's solid growth has enabled it to reach third place. Based on a multi-partnership or "open" model, its solutions are distributed through long-term strategic partnerships. In total, more than 32 million people worldwide are insured by CNP Assurances for personal risk/protection and 14 million for savings and pensions. CNP Assurances is a responsible insurer and investor (€400 billion invested in all sectors of the economy). It works to promote an inclusive and sustainable society by providing solutions that protect and facilitate all life journeys for as many people as possible.

Contacts

CNP Assurances

Florence de Montmarin +33 (0)1 42 18 86 51
Tamara Bernard +33 (0)1 42 18 86 19

servicepresse@cnp.fr

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ⁱ At 31/12/2023