



# **2019 GENDER PAY GAP REPORT**

**Cummins  
in FRANCE**





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## Cummins in FRANCE

*At Cummins our core values are incredibly important to us and are more than just words, they really direct how we make decisions and conduct business.*

*Our value of Diversity and Inclusion goes back more than 40 years to our transformative CEO from 1947 to 1977, J. Irwin Miller. Talking of his beliefs, Miller commented that character, ability, and intelligence are not concentrated in one gender over the other. When we indulge ourselves in irrational prejudices, we damage ourselves most of all and ultimately assure ourselves of failure in competition with those more open and less biased.*

*That strong commitment to diversity and inclusion continues to this day and, along with our other values, are brought to life by our employees. As a business, we continue to work both inside Cummins and with the communities we are part of to continually improve diversity and inclusion.*

*For example, we are involved with initiatives like working with schools to encourage children to consider an engineering or technical career.*

*This will help towards our goal of increasing the number of women in Cummins and improve the gender balance in our workforce across Europe.*

*As an innovative organisation we have to be always evaluating our own performance. The reporting we are doing now, in line with the new legal requirement in France confirms our internal checks.*

*Our results in France are very encouraging but we are in no way complacent about them. We recognise that this is a process and that we must continue to work, and improve.*

*This is the first report we have produced in France, but not in Europe. We recognise that the results may not always improve year on year but that in the long term that is our firm aim.*

*All of us at Cummins are continuing to work hard to improve our company and its place in the wider community.*

*Antonio*

**Antonio Leitao**

*Vice President – Cummins Europe Area Business Organisation*



## OUR CORE VALUES

### INTEGRITY

*Doing what you say you will do and doing what is right*

### DIVERSITY & INCLUSION

*Valuing and including our differences in decision making is our competitive advantage*

### CARING

*Demonstrating awareness and consideration for the wellbeing of others*

### EXCELLENCE

*Always delivering superior results*

### TEAMWORK

*Collaborating across teams, functions, businesses and borders to deliver the best work*

# What is the GENDER EQUALITY INDEX?



**FRENCH COMPANIES WITH MORE THAN 50 EMPLOYEES ARE REQUIRED BY LAW TO ASSES AND PUBLISH A SCORE WHICH REFLECTS THEIR SUCCESS IN ACHIEVING GENDER EQUALITY IN PAY IN THE WORKPLACE. THIS IS BEING CARRIED OUT FOR THE FIRST TIME THIS YEAR, BASED ON 2018 EMPLOYEES AND WILL BE REPEATED ON AN ANNUAL BASIS.**

There is a calculation which is carried out based on a number of indicators which gives an overall score out of 100. These include pay gaps, the differences in the proportion between men and women who gain promotion or raises, women's pay increases during maternity leave and the women in the company's top 10 best paid employees.

If a company has a score of less than 75 they must agree an action plan to correct this.

## CUMMINS SCORE

Cummins has scored **92 out of 100**, which is substantially above the limit of 75 which requires a formal action plan. While this is a reflection of the commitment Cummins shows to its values and especially to diversity and inclusion, there is no room for complacency. We recognise that this a long-term and ongoing commitment.

## CUMMINS IN FRANCE

Cummins has around 400 employees in France who are based at Quimper, Brittany. The plant, which manufactures filtration products, was established in 1981. It forms an integral part of our European and international manufacturing operations.



## GENDER BALANCE



**65% MEN**



**35% WOMEN**

THIS IS A HIGHER PROPORTION OF WOMEN THAN COMPARABLE ORGANISATIONS

## AVERAGE AGE

**45 YEARS**

## AVERAGE LENGTH OF SERVICE

**16 YEARS**

## 2018 RECRUITMENT

41 PERMANENT CONTRACTS

IN PRODUCTION AREAS

**26 MEN**

**15 WOMEN**

**20 MEN**

**13 WOMEN**

# Continuing to improve GENDER BALANCE



**AT OUR QUIMPER PLANT WE HAVE TWO MAIN WAYS OF CONTINUING TO IMPROVE THE GENDER BALANCE IN OUR WORKPLACE AND GET MORE WOMEN INTO LEADERSHIP AND TECHNICAL ROLES.**

## **ATTRACT TALENT**

To help attract more of the right people to Cummins we are engaging with the local community to help Cummins get better known and be seen as an employer of choice. There are some hurdles to overcome with Cummins being an international company with only one manufacturing location in France and producing for the business to business market.

There are a number of ways we do this.

**Through the on-going work of the Every Employee Every Community (EEEC) program.**

- Developing a partnership with local high schools to encourage young women to consider a role with Cummins. We welcome students on the Quimper site for plant visits and educational events. Cummins employees are also involved in school outreach programmes.
- Developing an apprenticeship and intern programme. This started with three engineering students and we now continuously have ten apprentices in different departments. We also have more than 20 internships a year.

**Improving our contacts with new graduates and job seekers.**

- Increase education, employment, and entrepreneurship opportunities for unemployed people through a partnership with a local organization dedicated to junior job seekers.
- Participation with external events as industrial weeks and job fairs.

## **RETAIN TALENT**

We are also working on a number of initiatives to improve the retention of women and enable them to reach their full potential.

- The Quimper Women Empowerment Network was launched in 2018 to identify solutions to issues identified by the group. These focused on local issues including barriers to women, departments where women are underrepresented, promotion and getting access to higher positions. More than 30 people from Quimper, both men and women, have been part of the group.
- Local skills development programme, a three-year programme to develop Quimper employees for the future skill needs aligned with local manufacturing strategy. We are tailoring the approach dependent on where we have the greatest need.

