



# **2020 GENDER PAY GAP REPORT**

**Cummins  
in FRANCE**





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## Cummins in FRANCE

*The pandemic has provided us all with many challenges. We remain fully committed to diversity and balance within our company, in France and across the world.*

*Diversity and inclusion have formed a cornerstone of Cummins values and beliefs, acting as a guiding principle of our formative CEO J. Irwin Miller. Miller's view, which was ahead of its time, was that having a diverse and inclusive workforce is not only actively good for business it is the right thing to do.*

*Through this guiding principle we continue to value the advantage that having a diverse workforce brings to our organisation.*

*We can never be complacent about improving any aspect of our business and we continue to seek to move forward and do things better. We have continued work*

*on a number of initiatives to increase the representation of women in the business. These include efforts not only within Cummins but working with our communities to encourage women that careers in manufacturing and engineering are open to them.*

*Some of the initiatives we are pursuing are long term initiatives. Cummins is proud of its long heritage, we celebrated our centenary in 2019, and are prepared to invest to produce long term improvements.*

*This report shows our commitment and some of the programmes we have underway in France.*

*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?



**COMPANIES IN FRANCE WITH MORE THAN 50 EMPLOYEES MUST PUBLISH AN INDEX SCORE MEASURING THEIR GENDER EQUALITY. THE CALCULATION IS 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 following return from maternity leave and the women in the company's top 10 best paid positions.

A company with a score of less than 75 must put an action plan in place to drive improvement.

## CUMMINS INDEX SCORE

Cummins scored **89 out of 100** for 2020. While this score reflects Cummins values and commitment 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 a total of 401 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.



## 2020 GENDER REPRESENTATION

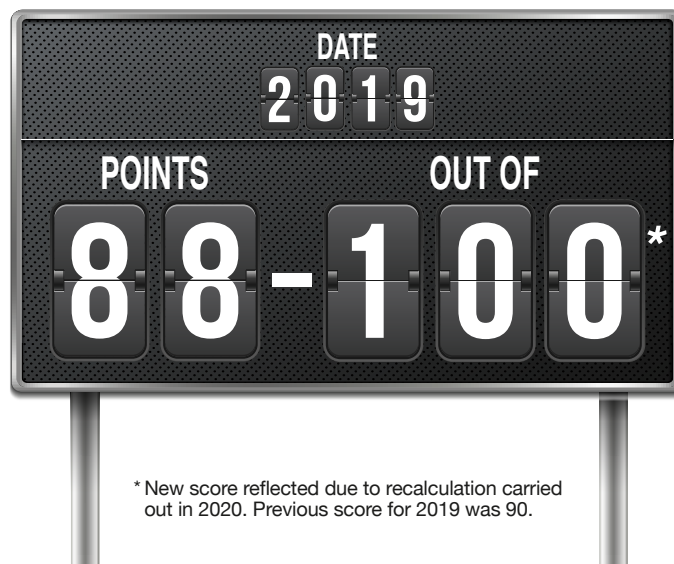
**64% MEN**

2019: 63% MEN

**36% WOMEN**

2019: 37% WOMEN

## LATEST SCORES



\* New score reflected due to recalculation carried out in 2020. Previous score for 2019 was 90.

# 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 DIVERSE TALENT**

To help attract talent to Cummins we are engaging with the local community to help Cummins become known and be seen as an employer of choice. There are a number of ways we do this.

- Through the on-going work of the Every Employee Every Community (EEEC) programme.
- Continuing our partnership with local high schools to encourage young women to consider a role with Cummins.
- Continuing to embed our apprenticeship and intern programme. This started with three engineering students and we now continuously have close to ten apprentices in different departments. Some of these apprentices have also been successful in gaining permanent contracts with Cummins. We also have more than 20 internships a year.

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

- Through our contacts with local educational, training institutes and agencies, we are successful in filling specialist roles in technical areas.
- Having a “hire to develop” ethos, identifying people who have the potential to advance their career into leadership roles.
- Partnering with a local organisation dedicated to junior job seekers we have been able to increase education, employment, and entrepreneurship opportunities for unemployed people.

## **DEVELOP AND RETAIN DIVERSE TALENT**

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

- The Quimper Women Empowerment Network continues its work following a successful launch in 2018. The network exists to work out solutions to issues identified by the group. These focus on local issues and include barriers to women, departments where women are underrepresented, promotion and career development. More than 30 people from Quimper, both men and women are 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.
- Piloting a job shadowing programme enabling employees to understand potential opportunities in other teams.
- Continuing to develop and formalise our flexible and home working policies to enable a wider range of employees to work for us.
- Completed training for all leaders which supports delivering a safe and inclusive environment for all LGBTQ+ employees.
- Developing new recruits in all of our positions, especially in our production areas.
- Developing a multi-year agreement with clear goals, directly linked to the 2020 Gender Pay Report.

