

**ALWAYS RESPONSIBLE**

# 2022 GENDER PAY GAP REPORT

CUMMINS IN FRANCE



**FOR  
A WORLD  
THAT'S  
ALWAYS ON™**



At Cummins, diversity and inclusion is a core company value, we believe we win with the power of difference. We remain fully committed to diversity and balance within our company, in France and across the world. Without diversity, our company would not exist.

In 2022 we launched our new global Diversity, Equity and Inclusion (DE&I) strategy, designed to hold all of us accountable for having a welcoming workplace that makes room for everyone to succeed. It's because of unique and diverse perspectives that we are successful. Diversity of ideas, thoughts and experiences drives our innovation for the better.

At Cummins we are focused on a number of strategic initiatives to increase the representation of women in our business at all levels. Our efforts reach further than just within the company as

we continue to work with our local communities to encourage women to pursue careers in manufacturing and engineering.

This report shows our continued 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 **80 out of 100** for 2022. We recognise that this is a long-term and ongoing commitment. We will continue to make positive steps to increase our score.

### CUMMINS IN FRANCE

Cummins has a total of 415 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.

### 2022 GENDER REPRESENTATION

**65% MEN**

2021: 65% MEN

**35% WOMEN**

2021: 35% WOMEN

### LATEST RESULTS

Outreach and recruitment measures with the aim of increasing female representation among engineering professionals were successful. Because persons hired in the fourth quarter (Q4) of 2021 did not receive increases in 2022 for 2021 performance, this widened indicator 2 – differences in individual increases in the short term and lowered our 2022 index score. We consider this an anomaly given our prior indicator 2 scores of 20 out of 20 possible points for each of the past three years and our gains in gender balance at all levels and among engineering professionals. We are taking proactive steps to improve our score ahead of next year.

	Calculable indicator	Indicator value	Points	Maximum number of points for each indicator	Maximum points for each calculable indicator
Salary differences between men and women with comparable ages and positions (in percent)	Y	4.6	35	40	40
Opportunity for pay rises (percent)	Y	3.1	10	40	40
Opportunity for promotion (percent)	Y	1.6	15	15	15
Raises following maternity leave (percent)	Y	100	15	15	15
Number of women among the top 10 highest paid employees	Y	2	5	10	10
Calculable indicators total			80		100
Index (out of 100 points)			80		100

# 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.

- Continuing our partnership with local high schools and technical schools to encourage young women to consider a role with Cummins.
- Continuing to embed our apprenticeship and intern programme. We now have 16 apprentices in different departments, with half of these being female. The number of female apprentices has increased since 2020 – this has enabled the Quimper site to recruit more women into long-term contracts. We also have a minimum of 20 internships a year.
- We continue to attract diverse talent and improve female representation across the business, particularly in Manufacturing Project Engineering and Operations Team Leaders roles.

### 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 local organisations dedicated to junior job seekers we have been able to increase education, employment, and entrepreneurship opportunities for unemployed people.
- Promoting the European Marketing and Sales Development programme, with postings in France, where graduates can experience different parts of the Cummins business across Europe.

## 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’s Empowerment Network “C au Féminin” continues to develop its work. This 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. 12 people from Quimper, both men and women are part of the group.
- Specific coaching and mentoring initiatives encourage and promote female professional evolution and mobility into more senior roles.
- Local skills development programme, a four 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.
- Technical training launched, which is successfully driving gender diversity in the Pilot Machinist role, a critical position on the production line.
- Expanding our job shadowing programme enabling employees to understand potential opportunities in other teams and roles.
- We continue to offer flexible and home working policies to enable a wider range of employees to work for us, for example those with caring responsibilities. Our policy also enables pregnant employees the chance to work remotely ahead of taking maternity leave.
- 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 technical, logistics and production areas.
- Designing and implementing local leadership succession plans.