



# 2019 GENDER PAY GAP REPORT

**Cummins  
in FRANCE**



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## Cummins in FRANCE

*This is the second time we have reported our gender pay results in France and we have scored well again. We are in no way complacent about these results and we will continue to work hard to maintain and improve them.*

*It is no accident that we have again achieved well in this area as diversity and inclusion is one of our core values, a value that has deep roots in our company's history. Cummins CEO from 1947 to 1977, J. Irwin Miller, who helped shape Cummins into the organisation we have today, had passionately held views about diversity and inclusion. Expressing a view which was ahead of its time he said: "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."*

*Our commitment to diversity and inclusion endures to this day and, with our other values, is brought to life by our employees. As a business, we continue to work both inside Cummins and, in our communities, to continually improve diversity and inclusion. We know that a diverse and inclusive work place is critical to our success as a business.*

*One of the focus areas in diversity and inclusion for our European organisation is on gender with the aim of having impactful initiatives that will increase the attraction,*

*retention and development of females within the organisation. Just one example of our commitment.*

*We also focus on our managers ensuring through programmes like Building Success in Others that they can demonstrate our leadership behaviours, including creating the right work environment that will inspire and encourage all of our employees to reach their full potential. We have continued and extended our work with schools to encourage children that a career in engineering could be for them. Getting children excited about a future career with us can only help increase the number of women in Cummins and continue our progress in improving the gender balance in our workforce.*

*As an organisation committed to innovation we always have to monitor our performance in every area. Our reporting in France, and in other countries, confirms the progress we are making.*

*We will continue to work hard to maintain and improve our company performance and our communities.*

*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 A SCORE MEASURING THEIR GENDER PAY. 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 SCORE

Cummins scored **90 out of 100**. 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 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.



## 2019 GENDER BALANCE

**63% MEN**

2018: 65% MALE

**37% WOMEN**

2018: 35% FEMALE

THIS IS A HIGHER PROPORTION OF WOMEN THAN COMPARABLE ORGANISATIONS

## 2019 AVERAGE AGE

**45 YEARS**

2018: 45 YEARS

## 2019 AVERAGE LENGTH OF SERVICE

**16 YEARS**

2018: 16 YEARS

## 2019 RECRUITMENT

42 PERMANENT CONTRACTS

**22 MEN**

**20 WOMEN**

2018: 41 PERMANENT CONTRACTS: 26 MEN / 15 WOMEN

PRODUCTION AREAS

**14 MEN**

**12 WOMEN**

2018: 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 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. We have developed classrooms at the Quimper site to be used for educational events. Leaders from Cummins are able to meet students and share their experiences hoping to attract them to a career in manufacturing.
- Continuing to embed our apprenticeship and intern programme. This started with three engineering students and we now continuously have more than ten apprentices in different departments, this is an increase on last year. 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 and training institutes we have been 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.
- Participation with external events at industrial weeks and job fairs showing Cummins to be an attractive place to work and build a career.

## **DEVELOP AND RETAIN 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.

