

ALWAYS RESPONSIBLE

2021 GENDER PAY GAP REPORT

CUMMINS IN FRANCE



**FOR
A WORLD
THAT'S
ALWAYS ON™**



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.

At Cummins, we are continuously improving diversity, equity and inclusion (DE&I), just like we continue to improve other priorities, such as patent development, quality control, manufacturing efficiencies and many others.

We have a refreshed, strengthened commitment to DE&I that takes into account the many systems and processes at Cummins. We recognise that change at the personal or team level must be accompanied by changing the systems we use to hire, promote, encourage innovation, provide professional development, employee benefits, and much more.

Our Global DE&I Strategy is designed to hold all of us accountable for having a welcoming workplace that makes room for everyone to succeed and helps all of us win with the power of difference. We know that diversity fuels performance and that including a mix of perspectives helps us innovate and win in the marketplace.

We are focused on a number of strategic initiatives to increase the representation of women in our business at all levels. 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.

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 **89 out of 100** for 2021. 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

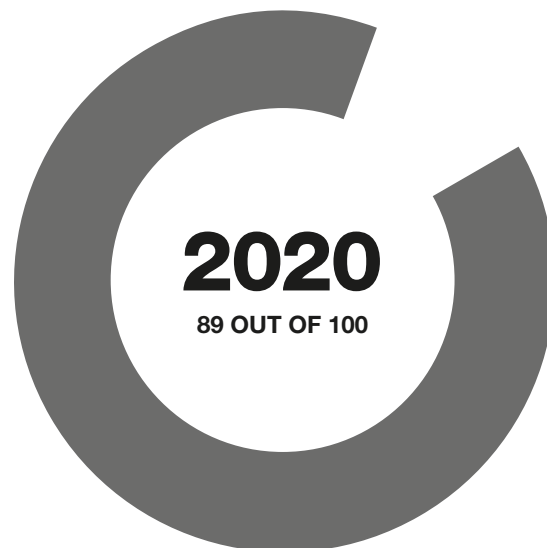
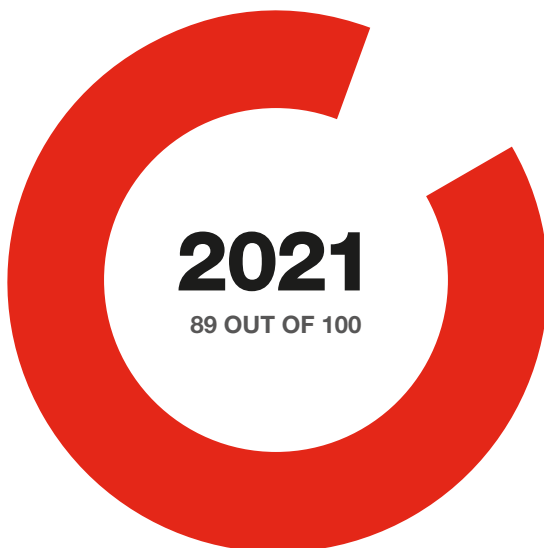
Cummins has a total of 404 employees in France who are based at Quimper, Brittany. The plant, which manufactures filtration products, was established in 1981. It forms an integral part of our European and international manufacturing operations.



2021 GENDER REPRESENTATION



LATEST RESULTS



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 more than 15 apprentices in different departments. We also have a minimum of 20 internships a year. The number of female apprentices has increased since 2020 – this has enabled the Quimper site to recruit more women into long-term contracts.

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. The network exists to work out solutions to issues identified by the group. This internal network supports the 2021 local Gender Equality agreement; focusing on local issues including all the potential barriers to women in terms of training, internal evolution, departments where women are under represented, promotion and career development. The group is attended by both men and women from across the business.
- 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.
- 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.