

# 16 | Gender Equality index

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With respect to the law « Avenir professionnel » dated 5th of September 2018, ALD SA has determined its gender equality index, aimed at closing the gender gaps in compensation levels between men and women. The score of this analysis is 84 out of a maximum of 100 points (vs 91 last year), knowing that the minimum level required is 75.

ALD SA's policy is aimed at eliminating salary discrepancies as well as ensuring equal access to strategic positions are the main challenges which are at stake.

Compensation at ALD is driven by different objective criteria, making no difference based on gender.

The decrease of the index this year can be explained by several recruitments of highly skilled profiles in the context of the Leaseplan acquisition and implementing the necessary risk and regulatory framework to become a Financial Holding Company, the pool of candidates applying for such positions being predominantly male.

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