

Gender equality index: the iliad Group scores 90/100



Pursuant to the legal requirement introduced by France's Employment Ministry in 2019, the iliad Group published its gender equality index for the third time in 2020. It recorded a further year-on-year increase, with a consolidated score of 90/100 for the Group as a whole, compared with 83/100 in 2019.

When the Group published its index for the first time in 2018, the scores it achieved for that year were wholly satisfactory, notably in relation to fair pay. In 2019, we saw an improvement, and very good scores for the majority of the Group's subsidiaries. These figures clearly illustrate the importance the Group has always placed on rewarding talent without any form of discrimination, and notably gender discrimination.

We also considered this new legal framework as the perfect opportunity to make continuous improvements to our gender equality policy. One of our priorities has been to help women attain top management positions and the best paid jobs within our Group, and women now represent 44% of our Board of Directors and 33% of our Executive Committee.

Céline Polo, Chief Human Resources Officer of the iliad Group, said: *"Diversity is a reality at iliad. We place great value on the wide range of skills and experience contributed by everyone who makes up our Group, and since our very beginnings we have always offered equal opportunities, from top to bottom of our organization".*

[Find out more](#)

▶ To download the detailed scores of the 2020 gender equality index, click [here](#)



About the Iliad Group

Iliad is the parent company of Free, the inventor of the Freebox, the first multiservice box on ADSL. Free is behind numerous innovations in the Broadband and Ultra-Fast Broadband access segment (VoIP, IPTV, flat rate calling plans to multiple destinations, etc.) and provides straightforward and innovative offerings at the best prices. Since January 2012, Free has brought mobile phone usage within everyone's reach with straightforward, no-commitment offerings at very attractive prices. As at September 30, 2020, Free had over 20 million subscribers in France (6.7 million Broadband and Ultra-Fast Broadband subscribers and 13.5 million mobile subscribers). On May 29, 2018, the Group launched its mobile network in Italy under the Iliad brand, becoming the country's fourth operator, and had over 6.8 million subscribers at September 30, 2020. With the acquisition of Play, the leading mobile network operator in Poland, it has become Europe's sixth largest mobile operator¹.

Find out more

 www.iliad.fr/en

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Exchange: Euronext Paris

Market place: Eurolist A of Euronext Paris (SRD)

Ticker symbol: ILD

ISIN: FR0004035913

FTSE classification: 974 Internet

Member of Euro Stoxx, SBF 120, CAC Mid 100

¹ In terms of number of mobile subscribers in Europe, excluding M2M.