



PRESS RELEASE

6 March 2014

"Vigeo celebrates with Euronext International Women's Day"

In honor of International Women's Day, Vigeo is partnering with Euronext to highlight companies with leading regional performances on preventing gender discrimination and promoting diversity in the workplace and in their respective spheres of influence.

In all Euronext locations (Amsterdam, Brussels, Lisbon, and Paris) trading will be opened or will be closed with female leaders and executives representing various philanthropic and entrepreneurial organizations. Nicole Notat, President of Vigeo, will give a speech at Euronext Paris.

Companies highlighted by Vigeo for International Women's Day

Countries	Companies
Belgium	Umicore Delhaize
France	BNP Paribas GDF Suez L'Oréal
Portugal	Banco Espirito Santo Redes Energetical Energias de Portugal
The Netherlands	Koninklijke DSM STMicroelectronics Akzo Nobel

For this occasion, Vigeo is also publishing a new Sustainability Focus on the prevention of gender discrimination and the promotion of diversity analysing business behavior and innovative practices worldwide. This study raises awareness on best practices content and the limits related to company commitments on discrimination and diversity.

A big promise not yet kept:

The topics of non-discrimination towards women and the promotion of gender equality have been at the heart of corporate responsibility agendas for many years. Nonetheless, the macro-trend of Vigeo's assessment shows that both global and regional performances appear only limited. European Companies display better overall performances compared to North American, Asian Pacific and companies from Emerging markets.

The average score on a regional basis does not exceed 50/100. These regional scores only represent the basic expectations for formalizing commitments and setting up plans related to risk prevention against discrimination in recruitments, in compensation and womens' access to managerial positions.

Average score of the Vigeo Universe	37/100
Average score of European companies	42/100
Average score of North American companies	38/100
Average score of Southeast Asian companies	30/100
Average score of emerging markets	27/100

With a score of 93/100 BNP Paribas has the most advanced performance in our rating universe. The company targets a goal of 25% of women as senior managers at executive level by the end of 2014 increasing from 16% in 2009. This target is one of the indicators included in the variable compensation of senior managers.

Vigeo draws attention on the importance for companies to promote nondiscrimination and diversity in the workplace. There is a benefit for companies to commit in favor of equality in order to enhance group cohesion, reinforce their operational efficiency and their competitiveness.

Fouad Benseddik, Director of Methods and Institutional Relations declared: "Our partnership with Euronext on the 8th of March 2014 is a strong alert for financial operators to take care of information and risk analysis related to the way companies take on their responsibility not to discriminate against women and to act concretely in favor of equal gender opportunities."

For more information:

- Synopsis highlighting best performances in Belgium, France, Portugal and the Netherlands, click [here](#)
- Vigeo Sustainable Focus, click [here](#)
- For more information on the Euronext-Vigeo indices, highlighting listed companies with best practices in prevention of discrimination and promotion of diversity, click [here](#)

Vigeo Press contacts

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About Vigeo

Vigeo is the leading European expert in responsible performance. Founded in 2002 and headed by Nicole Notat, Vigeo measures the performances and risks of more than 2 500 companies, local and countries in the world with regard to six areas of corporate social responsibility: environment, human rights, human resources, business behavior and corporate governance.

Vigeo offers two lines of services through two business brands:

- *Vigeo rating* – the way to responsible investment – offers a broad range of products and services to investors seeking a sustainable and responsible performance of their investments;
- *Vigeo enterprise* – the way to responsible management – conducts global CSR audits and benchmarks in organizations of all sizes, public and private, support teams and integrate CSR/SRI criteria into business functions and strategic operations.

Vigeo rating's research meets high quality standards and is externally certified to the Arista standard.

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