

# STMicroelectronics

Sector  
Technology-Hardware

Indices

## Highlights

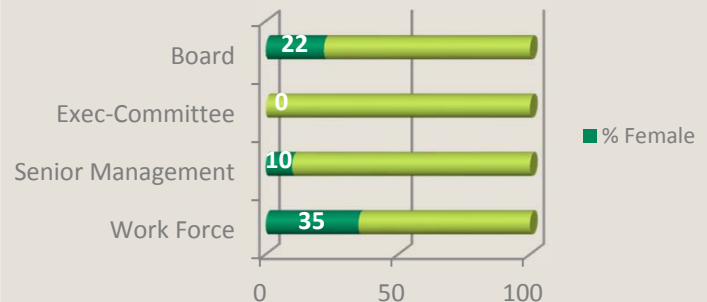
### Equality & diversity performance

1<sup>st</sup> in sector (72/100)

### Key Related Sector Challenges

The sector traditionally has a male dominated workforce. Women remain underrepresented at all levels; in the workforce, through the middle-management, to the top-management (Executive and Board Level).

### Gender Balance



## Gender Equality



ST has a target to increase the percentage of women in management positions from 10% to 15% by 2015.



Commitments are overseen by senior management, supported by a Corporate Sustainable Development Group and local Sustainable Coordinators.



ST monitors a range of diversity indicators internally. The company has awareness programs and training sessions on gender diversity.



The share of women in senior management has increased from 8% (2008) to 10% (2012). There are female Board members since 2012.

## Best Practices

### ... Creating Female Opportunity & Leadership

- A **Steering Group** of 37 women has worked to establish ST's gender equality action plan, addressing governance, structure, communications and career issues.
- **Partnership** with 'Capital filles' (partnership between French educational institutions and corporations). ST tutors from French sites coach and support girls to map out their career.
- **Improving gender equality through paternity leaves:** In Italy, ST pays fathers 50% of their salary (compared to the legal requirement of 30%) who take out 3 months paternity leave or more - thereby enabling women to stay at work, and limiting career gaps between men and women linked to maternity leaves.

The Company did not appear to face any visible allegations linked to gender discrimination