



ARMINES GENDER EQUALITY PLAN

ARMINES is a French private non-profit research and technology organisation (RTO), funded in 1967, sharing over 40 common research centres with amongst the most renowned French higher education public schools (Mines Paris, IMT Mines Albi, IMT Mines Alès, IMT Lille-Douai, IMT Atlantique, Ecole des Mines de Saint-Etienne, ENSTA, Ecole Polytechnique) ; ARMINES and its partners gather human resources (technical and administrative) and scientific assets, to perform contractual research activities and academic research training. The relation between ARMINES and its partners is established and organised within the frame of a contractual agreement signed by ARMINES with each partner in conformity with the Research Code, under the administrative authority of the French Ministry of Economy and Finance.

ARMINES is committed to contributing to remove obstacle to gender equality and to adapt institutional practises in its range of action. As a research and technology organisation operating worldwide with large companies and renowned academics, ARMINES is at the heart of international exchanges where skills are above gender and origin.

ARMINES adopted a Professional Equality Actions Plan on 3rd July 2014. It is being implemented continuously since then. The Professional Equality Actions Plan aims at orientating professional practices towards gender equality in a pragmatic way. It focuses on 5 fields:

- Remuneration equality with actions of analysis and control of salary level at recruitment;
- Training, with actions implementing equal training opportunities;
- Balance between personal and professional life, with actions in relation to parenthood, and to support personal or familial handicap and illness situations;
- Working conditions with actions to support professional reintegration;
- Fighting sexual harassment and gender discrimination.



ARMINES has embedded these practises a step further by a recruitment policy effectively promoting diversity at all levels of responsibilities, including direction bodies. The Board of 3 directors comprises two women and one man.

The monitoring of the French governmental Index of professional Equality between women and men (<https://www.egalite-femmes-hommes.gouv.fr/index-de-legalite-professionnelle-entre-les-femmes-et-les-hommes/>) reflects the effectiveness of ARMINES' action plan (73% in 2018, 79% in 2019, 79% in 2020 with a minimum level set at 75) with strong achievements on wage equality and one weak point on salary increase after maternity leave.

To reinforce the dissemination of equal gender best practises, ARMINES intends to continuously develop further actions of internal and external communication.

Eric WEILAND
Director

DocuSigned by:
Eric WEILAND
FC4AF75008BA4A9...

ARMINES
60, boulevard Saint-Michel
75272 PARIS CEDEX 06
Tél. 01 40 51 90 60
Fax 01 40 51 00 94
SIRET 775 834 112 00013