

# Gender Equality Index Report for McAfee in France

1 January 2019 – 31 December 2019

In accordance with reporting requirements established by France's Gender Equality Index, this report contains our score based on 2019 data for McAfee employees in France. We know that without inclusion, innovation stalls—our commitment to strengthening our inclusive culture remains a top focus.

McAfee Score

59 out of a possible 100

## Score Indicators

The France Gender Equality Index score is based on the following metrics:

- Pay gap between men and women across various categories
- Difference in pay increases between men and women
- Number of employees with pay increases following maternity leaves
- Gender balance of the top 10 highest earning employees

## Leading the Industry in Pay Parity

**At McAfee, women earn the same pay as men in similar roles and location.** We firmly believe each employee should be compensated equally, regardless of gender. As the first large, pureplay cybersecurity company to achieve gender pay parity, our commitment runs deep and we're proud we reached this milestone in just one year—something most companies take years to achieve. We maintain parity by conducting an annual pay parity analysis, which controls for performance, tenure, and experience. When considering our score, it's important to recognise equal pay assessments analyse women and men in comparable roles while calculations in this report evaluate additional indicators.

## Strides for Inclusion

Fostering inclusion and belonging empowers everyone to achieve their career best. While proud of our progress, we know there is opportunity to drive positive change as reflected in our commitments below:

**Connecting with Top Talent:** We ensure our hiring practices connect us with women from today's available talent pool through inclusive language in job descriptions, values-based interviewing, diverse representation on hiring panels, and more.

**Helping Women Thrive in the Workplace:** We offer critical growth and leadership development strategies, inclusive benefits, and equal advancement opportunities, and ensure our culture is one where all are valued and belong.

**Igniting Change for Future Generations:** Inspiring a diverse workforce across the generations remains a key focus in our Online Safety Program, job-shadowing program called McAfee Explorers, and outreach efforts. We aim to help children realise that, no matter their gender or background, they can boldly pursue an incredible cybersecurity career.

## Learn More

### Belong at McAfee

Learn more about McAfee's commitment to inclusion and diversity.

[McAfee.com/inclusion](https://www.mcafee.com/inclusion)