

Organisational profile

Continued

G4-10 Employees

By employment type

Region	Full-time – female	Full-time – male	Part-time – female	Part-time – male	Total – female	Total – male
Asia Pacific	1,021	1,319	5	0	1,026	1,319
Europe, Middle East, Africa	1,497	2,954	125	37	1,622	2,991
Latin America	431	826	3	0	434	826
North America	719	1,197	2	0	721	1,197
Total	3,668	6,296	135	37	3,803	6,333

By employment contract

Region	Permanent – female	Permanent – male	Temporary – female	Temporary – male	Total – female	Total – male
Asia Pacific	1,011	1,305	15	14	1,026	1,319
Europe, Middle East, Africa	1,577	2,918	45	73	1,622	2,991
Latin America	434	822	0	4	434	826
North America	721	1,197	0	0	721	1,197
Total	3,743	6,242	60	91	3,803	6,333

G4-11: Report the percentage of total employees covered by collective bargaining agreements

	Collective agreement in %
Yes	29%
No	71%

Diversity and equal opportunities

Equal opportunity is necessary in order to cultivate a set of leaders with legitimacy in the eyes of employees.

It is therefore necessary that the path to leadership is visibly open to talented and qualified individuals of every race, gender and ethnicity. Respecting and celebrating diversity also adds value to the experience of working for and with Givaudan.

Our commitments

– Embrace diversity throughout our organisation and create a diverse and inclusive workforce.

Progress in 2015

A wider Givaudan workforce is represented in senior leadership positions.

The current percentage of female employees in Givaudan's senior leadership positions has increased to 20.7% in 2015, an improvement on last year's performance.

How we manage this issue

It is Givaudan's policy to recruit, employ and promote employees on the sole basis of the qualifications and abilities needed for the work to be performed, without regard to race, age, sex, national origin or any other non-relevant category. We embrace diversity throughout our organisation and are fully committed to creating a diverse and inclusive workforce.

In particular, we try to promote women as much as we can into managerial positions, and we produce analytics to track progress in this regard (including percentage of women in leadership positions).

Our Diversity Position Statement outlines our commitment to ensuring a representative workforce that reflects the diverse communities in which we operate.

For more information

www.givaudan.com/sustainability/expert-corner/governance

The Executive Committee has approved the appointment in 2016 of a dedicated Talent & Diversity Programme Manager who will be responsible for developing processes and driving different global, regional and functional initiatives around talent management and diversity.

Performance indicators

LA12: Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Composition governance (Executive Committee and Board of Directors)

	Executive Committee/ Board	%	<30	30–50	>50
Female	2	11	0	0	2
Male	16	89	0	2	14

Employees' categories and composition of governance bodies

	Male			Female			Total
	<30	30–50	>50	<30	30–50	>50	
Senior management*	0	65	69	0	17	18	169
Middle management	27	1,077	407	42	1,058	208	2,819
Associates	804	2,810	1,074	542	1,502	416	7,148
Total	831	3,952	1,550	584	2,577	642	10,136

Including the Executive Committee