

UPS Supply Chain Solutions France Releases Last Year's Results on Gender Equality

The 2026 Index – UPS SCS France

What's New?

As part of our commitment to workplace equality, we are pleased to announce that the UPS SCS France Gender Equality Index for 2026 stands at 79 out of 100.

How does it work?

The Gender Equality Index, as defined by French regulations, is used to assess gender disparities within a company. The method for calculating the index is established by decree to ensure it is objective and not subject to individual interpretation. It is based on four indicators:

1. Gender pay gap for employees in comparable positions and age groups
2. Disparity in the distribution of individual pay raises
3. Number of employees who received a pay raise upon returning from maternity leave
4. Gender parity among the 10 highest-paid employees

Result:

UPS SCS scored 79 out of 100.

Breakdown by indicator:

	Calculable indicator (1=yes, 0=no)	Maximum number of points for the indicator	Final obtained result	Maximum number of points for the calculable indicator	Number of points earned
1. 1. Pay gap (in %)	1	40	5.1	40	34
2. 2. Difference in Individual Growth Rates (in %)	1	35	3.0	35	25
3. Percentage of employees who received a raise within one year of returning from maternity leave	1	15	100	15	15
4. Number of employees of the underrepresented gender among the 10 highest-paid employees	1	10	3	10	5
Total Calculable Indicators				100	79
INDEX (100 points)				100	79

The analysis shows full compliance with equality standards regarding pay raises upon return from maternity leave, as well as an overall satisfactory level of pay equity and effective management of the pay gap.

Nevertheless, there is still room for improvement in terms of indicators related to the distribution of individual pay raises and the representation of the underrepresented gender among the 10 highest-paid employees.

In light of these results, we are implementing an action plan structured around each indicator, with a priority on the following indicators:

- Disparity in individual pay increases
- Representation of the underrepresented gender among the 10 highest-paid employees

Our goals:

1. Gender Pay Gap for Comparable Positions and Ages

The company is committed to continuing to analyze gender pay gaps in order to identify and, where necessary, correct any unjustified disparities.

2. Disparity in Individual Pay Raises

The company aims to ensure a more balanced distribution of individual pay raises between women and men by ensuring that the criteria guiding salary decisions are objective, traceable, and consistent.

3. Number of Employees Receiving Pay Raises Upon Return from Maternity Leave

The company is committed to maintaining 100% compliance regarding raises awarded upon return from maternity leave through systematic HR monitoring.

4. Representation of the underrepresented gender among the 10 highest-paid employees

The company has set a goal to improve the representation of the underrepresented gender among the 10 highest-paid employees by addressing recruitment processes, talent identification, access to leadership positions, promotion, and succession planning. This initiative will aim to gradually increase gender diversity in the most valued and highest-paying positions.

As part of our recruitment processes, we will pay particular attention to writing inclusive job postings. Furthermore, when candidates have equivalent skills and profiles, priority will be given to hiring candidates from the underrepresented gender.

UPS is an equal opportunity employer that welcomes candidates from all backgrounds, and we remain fully committed to fostering a fair, inclusive, and transparent work environment for everyone.

