

## ETSI progress target 2025

ETSI committed to increasing its results on Indicator 1, 2, 3 and 4 following the measures listed below:

- Strictly ensure that people with the same profile and experience who are hired to the same position are paid the same, regardless of their gender.
- Strictly ensure that employees with the same profile and experience and who hold the same position are paid the same, regardless of their gender.
- For engineering positions, prioritize job applications received from the under-represented gender.
- Increase the proportion of women who occupy supervisory and managerial roles.
- Implement a specific training policy for employees of the gender under-represented in supervisory and managerial roles in order to facilitate access to these positions.
- Before the end of each reference period, ensure that employees returning to work after maternity leave receive the applicable pay rises and, if necessary, implement corrective measures.
- Increase the proportion of women in the salary top 10.
- Keep ensuring that there is no discrimination in the distribution of salary increases.