



MAISONS DU MONDE

DISABILITY, YOUTH AND SOCIAL DIVERSITY, WOMEN: THE PILLARS OF INCLUSION AT MAISONS DU MONDE

For the ninth edition of the Palmarès de la féminisation des instances dirigeantes des entreprises du SBF120 (a ranking of the 120 largest French listed companies in terms of the proportion of women on executive bodies), Maisons du Monde is proud to feature once again in the TOP 10 of the 2021 ranking. Coming sixth is a tribute to the work that the Maisons du Monde teams do on a daily basis to promote gender equality and inclusion, as part of the Good is Beautiful movement.

Maisons du Monde, the European leader in inspiring and affordable homes, launched the brand's Good is Beautiful movement to further its environmental and societal commitments. This marked a turning point in the brand's commitment to equal opportunities and it has since adopted a human resources policy that helps everyone access a rich and diverse world of opportunity. Three topics are pivotal to this policy: disability, young people and social diversity, and gender equality.

Julie Walbaum, Chief Executive Officer of Maisons du Monde, will discuss these topics at the Sommet de l'Inclusion Économique (economic inclusion summit) on 29 November at the French Ministry of Economy. This second year of partnership

is an opportunity to highlight the considerable progress that Maisons du Monde has made in terms of diversity and inclusion.

Maisons du Monde rewarded for increasing the number of women on its executive bodies

Every year, the Palmarès de la féminisation des instances dirigeantes du SBF120 ranks the 120 largest French companies, to shine a light on their commitment to increasing the proportion of women on their executive bodies and to promoting gender equality in the workplace more generally.

The companies are ranked based on four main categories of criteria: women on the board, female executives, female chairs, and the policies implemented by companies to promote gender equality. This led to Maisons du Monde coming sixth overall in the 2021 ranking.

**66% of the Group's 8626 employees are women.
In 2021 and 2022, 50% of Maisons du Monde's
100 most senior employees were women.**

The three pillars of Maisons du Monde's social policy



Disability

Maisons du Monde has invested heavily in recruiting people with disabilities. In 18 months, the brand managed to double its number of employees with disabilities. It is also actively working on raising awareness among managers, with 70% having received training to date.

Two iconic paralympic athletes are supporting Maisons du Monde's efforts to raise awareness about employees with disabilities: Cycling champion Heidi Gaugain and 2022 table tennis champion Matéo Bohéas.

"This year saw our first Engagement Week, which we organised to increase employee and manager awareness about equal opportunities by inviting them to take part in fun and challenging workshops. This event was headed up by our Paralympic athlete sponsors and organised by our "Good is Beautiful" ambassadors who can be found at every point of sale. All countries took part in this week through a range of local initiatives," **Sophie Mouhieddine, Chief HR Officer.**



Gender equality

Some 66% of Maisons du Monde employees are women and women account for 70% of promotions within the company. The brand also has a specific budget set aside for increasing the salaries of female employees, which allows adjustments to be made in the event of wage inequality. A new gender equality agreement is also being drawn up in order to keep pace with social change, and maybe even get ahead of it.

"At Maisons du Monde, as part of our Good is Beautiful movement, we are working towards gender equality every day. In 2022, we created our internal "GOOD FOR WOMEN" club based on what we were hearing from our employees. The aim is to give women in the company a voice on the various issues they may have to navigate on a daily basis, at work or in their personal lives; make tangible progress on social issues in order to improve the working lives of women within the company; and increase awareness of gender equality within teams. Our aim with this club is to pinpoint our priorities and better understand the areas where we need to improve," **Sophie Mouhieddine, Chief HR Officer.**



Young people

Maisons du Monde has a young workforce: Around 25% of employees are under 25 years old and the average age at the company is 36.

Following the same trend, it welcomed 150 apprentices from the class of 2022 to the head office and stores, a number which has doubled in the last two years. Every year, 400 interns are also taken on in France.

To bring the company's inclusion of young people from all walks of life even further, Maisons du Monde has partnered with the IGS Group to create a sales promotion and a sales manager promotion. Founded in 1975, the IGS Group is an umbrella group of independent non-profit associations (governed by the French law of 1901) that provides five training options: core programmes of study, continuing education, cooperative education, traineeships and professional integration.

A mentoring scheme has also been developed in collaboration with the organisation Article 1 to help young students to enter the world of work and encourage Maisons du Monde teams to invest in initiatives that promote diversity and equal opportunities. By 2025, 500 young people will have taken part in this mentoring scheme.

"Equal opportunities" e-learning

The brand is currently putting the finishing touches on an e-learning module on equal opportunities to raise employee awareness on this topic. It will remind employees of Maisons du Monde's social commitments, as well as educating them about the non-discrimination principle.

This module will be a mandatory part of the onboarding process and all employees will need to complete it.

Gender equality in the Group's leadership

57%
of Board
members
are women

50%
of
Executive
Committee
members
are women

OUR RESULTS

- **6th out of the 120
largest French
companies**

based on the 2019, 2020, 2021 and 2022
ranking

of the Palmarès de la féminisation
des instances dirigeantes

- **50%**

of the company's 100 most senior employees
are women

Ramping up our commitments and speaking out in favour of gender equality:

Strategic partnership with the Fondation des Femmes
(women's foundation), particularly the Job Meeting
Tour au Féminin

Women at the heart of the Group's performance:

66%

of employees are
female

70%

of internal
promotions go to
women

**Gender Equality Index 2021: 82
points out of 100**

About Maisons du Monde

Maisons du Monde is the European leader in inspiring and affordable homes. As a brand characterised by openness and dialogue, it unites its 7.5 million customers around desirable and sustainable lifestyles. Atmospheres for the home across multiple styles can be found in its constantly renewed range of furniture and decor. With optimism, creativity, commitment and proximity as its core values, the brand is based on a high-performance, omni-channel model. With its digitalization, digital sales, customer service, nothing can stand in the way of this love brand and its company purpose: "To inspire people to be open to the world, so that together we can create unique, welcoming and sustainable places to live." In 2022, Maisons du Monde launched the brand's Good is Beautiful movement, to cement sustainable development within its strategy. This movement rests on five pillars. Allowing beauty and goodness to go hand in hand.

Press contacts

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