

2021 publication | France gender pay gap report

Red Hat strives to be a diverse and inclusive meritocracy where everyone has the opportunity to contribute. We believe that good ideas can come from anyone, anywhere, and that diversity fuels our culture by bringing in many perspectives and ideas, challenging our assumptions, and inspiring innovation.

Our approach to diversity and inclusion (D&I) includes our goal of paying employees equitably for comparable roles, skills, and experience. One of the ways we enable this is by providing managers with guidance to support objective, data-driven, reward decisions.

As of March 2018, the French government unveiled an action plan for gender equality to reduce the gender pay gap. Beginning 2019, a company or economic and social unit (UES) with more than 50 employees is required to annually publish information on the size of the pay gap between males and females. Red Hat views these ongoing requirements as an opportunity to highlight where we need to focus as we continue our efforts to build a more diverse workforce.

For companies or UES with more than 250 employees, there are five indicators that must be calculated to derive a score of up to 100 points. Employers are expected to score 75 points or more. The indicators include:

1. Pay gap between men and women, calculated on the basis of the average remuneration of women compared to men by age group and job category
2. Gap in the percentage of individual pay increases—not related to promotions—between men and women.
3. Gap in the percentage of men and

women promoted.

4. Percentage of employees with a pay increase in the year following their return from maternity or adoption leave (if pay increases occurred in the period during which the leave was taken).
5. Balance between men and women employees among the top 10 highest paid employees.

2020 reference period Red Hat total score: 58

The indicators that evaluate Red Hat's promotion and salary increase practices confirm our processes are equitable for women and men. The indicators where Red Hat did not achieve maximum number of points available highlight our opportunities to hire more women and help them develop into senior level sales and technology roles.

Red Hat is committed to advancing women in the workplace, providing equitable pay, and equal opportunities for all employees. Our global [diversity & inclusion web page](#) states that "Diversity fuels our meritocratic culture by bringing in many perspectives and ideas, challenging our assumptions, and inspiring innovation." The following are some of the activities in which we engage to support equal opportunities and pay equity:

- Promoting visibility of, and support for, diverse talent inside Red Hat through 8 D&I Communities, including a global Women's Leadership Community.
- Conducting regular pay equity analyses as a part of our salary program and recommending increases for targeted individuals based on outcomes of these analyses.

- Supporting flexible work schedules, including remote working, work from home, and part-time employment. With the onset of COVID-19, Red Hat has begun adding supplemental benefits to support well-being and at-home learning, including:
 - Sanvello—a mental health and well-being app (launched as a benefit in early 2021).
 - Care.com Care@Work—a service that provides access to caregivers, elder care, pet care, and housekeeping online resources (launching in early 2021).
 - VP Engage—a well-being platform that focuses on self-care and developing healthy habits (launching in early 2021).
- Building more inclusive team environments using research-backed tools and resources, including D&I toolkits and courses that provide guidance resources, and learning opportunities for associates and managers.
 - The newly refreshed and relaunched Right for Red Hat course teaches hiring managers how to avoid unintended bias in the interview and selection process. Twenty percent of managers in France completed the 2-part course in the first 7 months of its availability. An additional 20% are registered to complete in the next 2 months.
 - Newly launched courses and content in 2020 include:
 - Unconscious Bias: Steps to operate more fairly and effectively at work by identifying unconscious biases and their true impacts.
 - Inclusive Team Dynamics: 10 specific actionable steps you can use immediately, regardless of your role, promote trust and psychological safety on your team.
- Creating targeted, accelerated development program opportunities for participants from diverse backgrounds. While women comprise 25% of Red Hat's total associate base, they represent 31% of participants in accelerated leadership programs.
- Clarifying the role of the manager in our open culture with [Open Management Practices](#), which includes guidance on creating an environment of belonging, respect, and mutual support and stress the importance of using fair and consistent criteria for performance reviews, promotions, bonus allocation, and all other rewards.
- Promoting the role of the Red Hat hiring process to reinforce the value of a diverse workforce.
 - D&I is promoted heavily on jobs.redhat.com and Red Hat social media channels, highlighting the role of a diverse workforce in shaping our inclusive culture.
 - Of our 116 talent acquisition team members, the majority have completed the newly refreshed and relaunched Right for Red Hat course, designed to support equitable hiring practices.

In addition to these actions to support pay equity internally at Red Hat, we also support a number of programs that introduce contributors from historically underrepresented backgrounds to open source, such as our Women in Open Source Awards, Co.Lab, and the Red Hat Open Source for Education (ROSE) project. Since 2014, Red Hat has also sponsored Open Source Day at the annual Grace Hopper Celebration, which highlights women in computing. More about these efforts, and our commitment to the advancement of women in technology, are located on our [diversity & inclusion web page](#).