



## PRESS RELEASE

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### TF1 GROUP IN THE WORLD TOP 20 ON GENDER EQUALITY

The TF1 group is honoured in the 2018 world corporate gender equality awards (*source: Equileap*). Ranked in the top 20, the Group scored 61% based on 19 criteria, including the percentage of women in top management, the extent of pay inequalities, sub-contracting practice, etc.

For many years the TF1 group has pursued an active policy of defending the position of women in the Group and on its channels, motivated by concerns about equality at work and the desire to represent the diversity of society in its entirety.

#### **Recruitment policy favouring gender equality**

Equality at work between men and women is a major focus of the TF1 group's diversity policy. Now regarded as an important performance indicator, gender equality is highlighted as a key criterion by the TF1 group when hiring staff and during their careers.

The TF1 group has been a driver of change on the key issue of corporate gender equality, involving the following practical initiatives:

- The Fifty network, which currently has 200 members of whom over 20% are men, runs awareness campaigns, provides training and holds debates around the theme of gender equality.
- Since 2012, 60 employees have undergone Women Leaders training and three cross mentorship programmes have been set up to support women in developing their careers.
- On 4 April 2016, the TF1 group signed the Parenting Charter and concrete measures were put in place to promote a healthy work/life balance.
- TF1 was the first media group to obtain the Diversity Label in 2010; it was renewed in 2017.

#### **Fairer representation of women in the media**

The TF1 group is keen to ensure that women are fairly represented on its channels, and has undertaken a variety of successful initiatives to ensure female experts are given airtime on the media.

The *Expertes à la Une* action plan, launched in 2016, is designed to ensure that women experts are properly represented on news programmes. It has enabled more than a hundred women to receive media training and more than 120 editorial staff to attend training and awareness workshops on the subject.

For the last three years, the Group has also been partnering Vox Femina in the *Femmes en Vue* competition, which has provided personalised media training to the winning female experts at TF1's premises.

**The TF1 group aims to mirror social trends: by being like everyone, we can speak to everyone. We are proud of our achievements in gender equality and via TF1 Initiatives we will continue to defend diversity in all its forms.**

### **About the TF1 group**

The TF1 group is the leading private-sector television broadcaster in France, with five free-to-air channels (TF1, TMC, TFX, TF1 Séries Films and LCI) and four pay-TV theme channels (TV Breizh, Histoire, Ushuaïa and Serieclub, the last of which is 50% owned). The Group is adding a highly effective digital dimension to its channels on MYTF1, and video-on-demand offers via MYTF1VOD and TFOU MAX.

The TF1 group is also present in the production and distribution of content, mainly via Newen, through which we are aiming to accelerate international expansion of our production and distribution activities.

The TF1 group has extended its digital footprint with the acquisitions of the aufeminin group (April 2018), Neweb (July 2018) and Doctissimo (October 2018).

Finally, the TF1 group has created a large range of businesses in key entertainment and leisure fields, with TF1 Entertainment (board games, music and live show production, licences and publishing); the film industry with TF1 Films Production and TF1 Studio; and home shopping with Téléshopping.

### **About TF1 Initiatives**

Why not bring about change? We are France's leading media group. That gives us responsibilities, and also a big wish list: solidarity, diversity, a sustainable society. We have always tried to make a difference.

With TF1 Initiatives, we work together to change things. Find out about and share the positive vibe around TF1 Initiatives using the hashtag #ONDESPOSITIVES or via the @TF1Initiatives Twitter feed.

### **TF1 GROUP**

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