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## PRESS RELEASE

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January 25, 2021

### SAINT-GOBAIN CERTIFIED 2021 GLOBAL TOP EMPLOYER

Saint-Gobain has once again been awarded “**Global Top Employer**” certification for the **6<sup>th</sup> consecutive year**. Only 16 companies in the world have received this label.

The Top Employer label is awarded by the Top Employers Institute. It recognizes the world's best companies by studying, among other things, the HR and career development processes of each company in each of their countries. It is a label awarded locally by country, then by region and finally by aggregation, on a global scale. The "Global Top Employer" label is awarded to companies certified in at least 20 countries and on several continents.

The 2021 Global Top Employer label was awarded to Saint-Gobain thanks to the **company's 36 countries** that are now certified, one more than last year, when Chile was included in the ranking: Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, China, Colombia, Czech Republic, Denmark, Estonia, Finland, France, Germany, India, Indonesia, Ireland, Italy, Japan, Malaysia, Mexico, Netherlands, Poland, Portugal, Romania, Saudi Arabia, South Africa, South Korea, Spain, Sweden, Thailand, Turkey, UAE, UK and USA.

For each country, the study is based on a survey covering **more than 400 practices in terms of working conditions, which are audited and then validated**.

These HR practices are grouped into 6 distinct categories: Steer and Shape (these two domains explore the overarching strategies from the employer's perspective), Attract, Develop and Engage (these three domains cover the employee journey), and finally, Unite (this domain captures the topics that bring employees together and create a sense of belonging with the organisation).

Saint-Gobain stands out in particular for its good performance in terms of **ethics and integrity, leadership, CSR policy**, with a significant improvement over last year, and lastly, the increased importance given to **employee engagement**: measuring commitment, employee involvement and developing action plans.

*"Saint-Gobain is proud to have obtained the "Global Top Employer" certification for the 6th year in a row. This award is a recognition of our 170,000 employees who have adapted with efficiency and talent during a year in which new ways of working have emerged. I would like to thank them all. They contribute on a daily basis to the development of our CSR policy,"* said Claire Pedini, Senior Vice President, Human Resources and Digital Transformation.

This award also reflects the appreciation of Saint-Gobain employees for their group. The results of the second edition of our global internal engagement survey, to which 78% of our employees responded, show that 84% would recommend the Group as a great place to work and 88% say they are proud to work at Saint-Gobain, which is more than 10 points above the international benchmark. This pride is explained by a stimulating and collaborative work environment and an organization that values its employees and develops their skills.

## **ABOUT SAINT-GOBAIN**

Saint-Gobain designs, manufactures and distributes materials and solutions for the construction, mobility, healthcare and other industrial application markets. Developed through a continuous innovation process, they can be found everywhere in our living places and daily life, providing wellbeing, performance and safety, while addressing the challenges of sustainable construction, resource efficiency and the fight against climate change. This strategy of responsible growth is guided by the Saint-Gobain purpose, “MAKING THE WORLD A BETTER HOME”, which responds to the shared ambition of all the women and men in the Group to act every day to make the world a more beautiful and sustainable place to live in.

**€42.6 billion in sales in 2019**

**More than 170, 000 employees, located in 70 countries**

**Committed to achieving Carbon Neutrality by 2050**

For more details on Saint-Gobain,  
visit [www.saint-gobain.com](http://www.saint-gobain.com) and follow us on Twitter [@saintgobain](https://twitter.com/saintgobain)

### **MEDIA CONTACTS:**

Laurence Pernot: +33 1 88 54 23 45

Patricia Marie: +33 1 88 54 26 83

Susanne Trabitzsch: +33 1 88 54 27 96