International Post Corporation

A collective and sustainable mobilization for professional equality within La Poste Group

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With 227,000 employees, 45.8% of whom are women, the La Poste Group has made gender equality a key focus of its HR policy and performance. By 2025, La Poste and its French subsidiaries are projected to achieve high scores on the gender equality index.

The scores obtained for the year 2025 are:

- Post Office: 99/100
- La Banque Postale: 92/100
- Geopost: 93/100
- Chronopost: 88/100
- DPD France : 94/100
- La Poste Immobilier: 94/100

These results are consistent with concrete actions and a long-standing, structured commitment to professional equality between women and men .

As such, La Poste SA has adopted its sixth agreement on gender equality in the workplace , covering the period 2025-2027. Several levers are in place to continue advancing gender parity at the highest levels of the company: developing diversity in professions, intensifying the fight against stereotypes, sexism, and domestic violence. The agreement also introduces new measures regarding inclusion, overall health, and support for parents.

Concrete actions are being taken within the group, such as:

- The structuring of a community committed to parity with the "Un Une" network which brings together 730 ambassadors and organizes communication, training and awareness actions in particular via a newsletter, shows broadcast as podcasts and mentoring;
- Prevention and the fight against sexism , supported by a comprehensive system: training, awareness workshops, as well as participation in the inter-company initiative #StOpE;
- The inclusion of LGBT+ people , supported by a set of targeted measures: the fight against stereotypes related to sexual orientation or gender identity, as well as the commitment of La Poste and some of its subsidiaries to the charter of L'Autre Cercle;
- Supporting employees who are victims of domestic violence, as well as expanding La Banque Postale's banking assistance program to enable victims to quickly regain their financial independence.

Source: La Poste Groupe

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