



Sector: Real Estate Investment & Services Employees: 500

Criteria 4: The COP describes effective management systems to integrate the human rights principles.

Description and implementation process:

A budget is allocated at reducing the salary gap for Gecina's employees.

A specific budget representing 0.2% of gross salaries as of December of Year Y, is dedicated to implementing the policy of reducing the salary gap. In 2014, this represented 38,000€.

The goal is to reduce all non-justified salary gaps superior to 3% and to establish a perfect salary equality between men and women by 2016 (administrative staff only, Executive Committee not included).

Challenges encountered and response(s) provided:

As Gecina does not have a large employee base (473 employees in 2014) marginal actions such as one or two promotions or recruitments can lead to a +/- 3% impact on the salary gap.

This was the case in 2014. As a result of organizational change, the salary gap was impacted.. Furthermore, the budget allocated for salary increase has been reduced during the two previous years due to economic constraints; hence specific gaps are more difficult to recover. However, gaps recorded are estimated at 3%.

Impact and results:

Lien to Gecina 2014 report (page 305): [Click here](#).

Links to reference documents / Links for more information:

Lien to Gecina 2014 report (page 305): [Click here](#).



Sector: *Aerospace & Defense*

Employees: 62,500

Criteria 4: The COP describes effective management systems to integrate the human rights principles.

Description and implementation process:

How a large-scale biometric project helps reduce the social divide.

AADHAAR project's objective is to build the largest biometric global database so to deliver a unique identification for all residents of India. It is a large-scale social inclusion project which will enable all Indians, particularly the poorest, to obtain identification and as a result gain access to social benefits.

Led by the UIDAI (Unique Identification Authority of India), the Aadhaar project aims to provide a unique identification number to all Indian residents: 1.2 billion people.

Morpho brings to the table its expertise namely through its leadership position in providing identity documents, software and database services, algorithms and search functions, deduplication and enrollment technologies.

Special attention is dedicated to fingerprinting, and UIDAI has chosen the multi-biometrics approach (i.e. fingerprints, iris photos) to ensure that everyone can be enrolled. The value of this projects lies in its efficiency, research power, and on the fact that it is not partitioned and is accessible to all.

Challenges encountered and response(s) provided:

Specific procedures have been put in place for the recruitment of the most vulnerable people (i.e. disabled, homeless, house staff, prisoners, drug addicts ...) who are at the most need for this service in order to receive relevant social benefits.



Impact and results:

To date 750 million people have been enrolled. More applications are being submitted and enrollments completed starting with those that require access to banks.

Links to reference documents / Links for more information:

Link to project presentation: [Click here](#).

Photos and videos:

Link to the video: [Click here](#).