

Gender Equality Index 2023

	Calculable indicator (1=yes, 0=no)	Value of the indicator	Points obtained	Maximum number of points for the indicator	Maximum number of points for the calculable indicators
1- Pay gap (in %)	1	1	39	40	40
2- individual raise differences (in % points)	1	1	20	20	20
3- promotion differences (in % points)	1	1	15	15	15
4- percentage of employees increased upon return from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented sex among the 10 highest paid employees	1	2	5	10	10
Total calculable indicators			94		100
INDEX (out of 100 points)			94		100