

GENDER EQUALITY INDEX 2024

	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	0,2	39	40	40
2- individual raise differences (in % points)	1	2,7	10	20	20
3- promotion differences (in % points)	1	1,7	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			84		100
INDEX (out of 100 points)			84		100

PROGRESSION OBJECTIVES

Target Pay Gap Indicator

In accordance with its company agreement of 17/11/22, the company undertakes to ensure equal pay for men and women on the basis of the principle that equivalent qualifications, functions, skills and experience, women and men are hired at the same salary, position...

Target Individual Increase Rate Variance Indicator

In accordance with its company agreement of 17/11/22, the company undertakes to ensure equal pay on a permanent basis and to guarantee that absence for maternity leave, adoption, parental, close caregiver does not have an impact on career development.

Women and men should be given individual interviews regardless of the nature and level of employment.

Target Indicator

The company is committed to ensuring equal access to management positions and internal promotion in order to achieve gender diversity in all corporate activities, including strategic and managerial activities.

Date of publication of targets

25/02/2025