

## Calculation of the gender equality index

	calculable indicator (1=yes, 0= no)	indicator value	points obtained	maximum nombre of points of the indicator	maximum number of points for calculable indicators
1- compensation gap (in %)	1	4,5	35	40	40
2- Différence in individual increases (in % points)	1	2	20	20	20
3- promotion différences (in % points)	1	1,5	15	15	15
4- percentage of employees with a raise after returning from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender on the 10 highest compensations	1	1	0	10	10
<b>Total calculable indicators</b>			<b>85</b>		<b>100</b>
<b>INDEX (out of 100 points)</b>			<b>85</b>		<b>100</b>

## 1 - compensation gap indicator

Socio-professional category (SPC)	age range	average gross annual compensation (full-time equivalent)		average pay gap	difference after application of the relevance threshold	number of employees		validity of the group (1=yes, 0=no)	valid staff	weighted variance
		women	men			women	men			
workers	under 30 years old					3	2	0	0	0,00%
	30 to 39 years old	25 624	27 007	5,1%	0,1%	8	8	1	16	0,01%
	40 to 49 years old					36	2	0	0	0,00%
	50 years and older					33	1	0	0	0,00%
employees & technicians	under 30 years old	31 507	32 018	1,6%	0,0%	5	6	1	11	0,00%
	30 to 39 years old	34 740	33 464	-3,8%	0,0%	15	12	1	27	0,00%
	40 to 49 years old	35 837	37 228	3,7%	0,0%	13	14	1	27	0,00%
	50 years and older	38 279	38 546	0,7%	0,0%	16	11	1	27	0,00%
supervisors	under 30 years old					0	1	0	0	0,00%
	30 to 39 years old					1	2	0	0	0,00%
	40 to 49 years old					1	0	0	0	0,00%
	50 years and older					2	3	0	0	0,00%
engineers and managers	under 30 years old					1	1	0	0	0,00%
	30 to 39 years old	45 947	49 667	7,5%	2,5%	3	9	1	12	0,17%
	40 to 49 years old	47 016	64 781	27,4%	22,4%	4	20	1	24	3,15%
	50 years and older	75 290	86 038	12,5%	7,5%	3	24	1	27	1,18%
all employees						260			171	4,52%

calculable indicator (1=yes, 0=no) :

promotion rate gap indicator (points of %) :

score obtained out of 40 :

1

The valid workforce represents more than 40% of the total workforce.

4,5

There is a pay gap in favor of men.

35

## 2 - individual increase rate differential indicator

Socio-professional category (SPC)	rate of increase (proportion of employees with an increase)		difference in rate of increase	number of employees		validity of the group (1=yes, 0=no)	valid staff	weighted variance
	femmes	hommes		women	men			
workers	95,0%	92,3%	-2,7%	80	13	1	93	-1,00%
employees & technicians	83,7%	90,7%	7,0%	49	43	1	92	2,58%
supervisors			0,0%	4	6	0	0	0,00%
engineers and managers	90,9%	92,6%	1,7%	11	54	1	65	0,44%
<b>all employees</b>	<b>88,2%</b>	<b>87,1%</b>	<b>-1,1%</b>	<b>260</b>			<b>250</b>	<b>2,02%</b>

\* Only individual increases in base salary are to be taken into account, when they do not correspond to promotions.

calculable indicator (1=yes, 0=no) :

**1** There were no increases in the company.

promotion rate gap indicator (points of %) :

**2,0** Un écart d'augmentations est constaté en faveur des hommes.

score obtained out of 20 :

**20**

### 3- promotion rate gap indicator

Socio-professional category (SPC)	promotion rate (proportion of employees promoted)		promotion rate gap	number of employees		validity of the group (1=yes, 0=no)	valid staff	weighted variance
	femmes	hommes		women	men			
workers	2,5%		-2,5%	80	13	1	93	-0,93%
employees & technicians	6,1%	7,0%	0,9%	49	43	1	92	0,31%
supervisors			0,0%	4	6	0	0	0,00%
engineers and managers	18,2%	14,8%	-3,4%	11	54	1	65	-0,88%
<b>all employees</b>	<b>4,9%</b>	<b>9,5%</b>	<b>4,6%</b>	<b>260</b>			<b>250</b>	<b>-1,49%</b>

calculable indicator (1=yes, 0=no) :

promotion rate gap indicator (points of %) :

score obtained out of 15 :

**1** There have been promotions and the valid workforce represents over 40% of the total workforce.

**1,5** There is a promotion gap in favor of women.

**15** The promotion gap reduces the pay gap. All points are awarded.

## 4- percentage of employees who received a raise in the year following their return from maternity leave

	number of employees returning from maternity/adoption leave*.		percentage of employees with raises
	total	employees with raises	
all employees	4	4	100%

calculable indicator (1=yes, 0=no) :

indicator of percentage of employees who received a raise in the year following their return from maternity leave (%)

score obtained out of 15

1

There was at least one return from maternity leave with an increase during that leave.

100

15

All employees returning from maternity or adoption leave, during which increases occurred, were increased. All points are awarded.

# 5- number of the under- represented gender in th 10 highest compensations

	Number of employees among the 10 highest earners			number of employees of the under-represented gender
	femmes	hommes	ensemble	
all employes	1	9	10	1

in the 10 highest earnersIndicator of the number of employees of the under-represented gender score obtained out of 10

1  
0

Women are under-represented among the highest paid employees