Calculation of the gender equality index

	calculable indicator (1=yes, 0= no)	indicator value	points obtained	maximum numbre of points of the indicator	maximum number of points for calculable indicators
1- compensation gap (in %)	1	8	31	40	40
2- Différence in individual increases (in % points)	1	3,3	20	20	20
3- promotion différences (in % points)	1	11,3	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	2	5	10	10
Total calculable indicators			86		100
INDEX (out of 100 points)			86		100

1 - compensation gap indicator

Socio- professional age range		average gross annual compensation (full-time equivalent)		average pay gap	difference after application of the	number of employees		validity of the group (1=yes, 0=no)	valid staff	weighted variance
00008019 (01 07	women men				women	men	° 110)			
	under 30 years old					3	0	0	0	0,00%
workors	30 to 39 years old	24 719	26 207	5,7%	0,7%	10	12	1	22	0,08%
WUIKEIS	40 to 49 years old	25 305	28 356	10,8%	5,8%	30	3	1	33	1,04%
	50 years and older					36	2	0	0	0,00%
	under 30 years old	27 936	30 183	7,4%	2,4%	4	3	1	7	0,09%
employees &	30 to 39 years old	30 401	31 166	2,5%	0,0%	12	6	1	18	0,00%
technicians	40 to 49 years old	30 460	32 218	5,5%	0,5%	5	5	1	10	0,03%
	50 years and older	31 082	34 020	8,6%	3,6%	11	4	1	15	0,30%
	under 30 years old					0	1	0	0	0,00%
cuporvicore	30 to 39 years old					1	0	0	0	0,00%
supervisors	40 to 49 years old					1	2	0	0	0,00%
	50 years and older					2	1	0	0	0,00%
	under 30 years old					1	3	0	0	0,00%
engineers and	30 to 39 years old	41 149	44 943	8,4%	3,4%	3	9	1	12	0,23%
managers	40 to 49 years old	55 621	67 544	17,7%	12,7%	10	30	1	40	2,78%
	50 years and older	64 143	91 493	29,9%	24,9%	6	19	1	25	3,42%
all er	nployees	22 530	51 435	56,2%		23	35		182	7,97%

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

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

promotion rate gap indicator (points of %) : score obtained out of 40 : There is a pay gap in favor of men.

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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,	valid staff	weighted variance
	femmes	hommes	increase	women	men	0=1107		
workers	94,8%	88,2%	-6,6%	79	17	1	96	-2,78%
employees & technicians	86,7%	79,0%	-7,7%	32	18	1	50	-1,70%
supervisors			0,0%	4	4	0	0	0,00%
engineers and managers	95,0%	98,4%	3,4%	20	61	1	81	1,20%
all employees	90,1%	89,2%	-0,9%	235			227	-3,28%

* 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) : promotion rate gap indicator (points of %) : score obtained out of 20 : **1** There were no increases in the company.

3,3 Un écart d'augmentations est constaté en faveur des femmes.

20 L'écart d'augmentations réduit l'écart de rémunération. Tous les points sont accordés.

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,	valid staff	weighted variance
	femmes	hommes		women	men	0-110)		
workers	14,3%	11,8%	-2,5%	79	17	1	96	-1,07%
employees & technicians	13,3%	0,0%	-13,3%	32	18	1	50	-2,93%
supervisors			0,0%	4	4	0	0	0,00%
engineers and managers	45,0%	24,6%	-20,4%	20	61	1	81	-7,28%
all employees	18,2%	17,0%	-1,2%	235			227	-11,28%

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.

11,3 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 emp from maternity/		loyees returning adoption leave*.	percentage of employees		
	total	employees with raises	with raises		
all employees	1	1	100%		
calculable indicator (1=yes, 0=no)		1	There was at lea	st one return from maternity leave with an increase during that leave.	
indicator of percentage of employe	ees who received				
a raise in the year following their r	eturn from				
maternity leave (%)		100			
score obtained out of 15	15	All employees returning from maternity or adoption leave, during which increases or were increased. All points are awarded.			

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

	Number of	number of employees of the under- represented gender		
	femmes			
all employes	2	8	10	2

in the 10 highest earnersIndicator of the number of employees of the underrepresented gender score obtained out of 10

2 5

Women are under-represented among the highest paid employees