

GENDER EQUALITY INDEX TABLE

	CALCULABLE INDICATOR (1= YES 0= NO)	INDICATOR VALUE	POINTS OBTAINED	MAXIMUM NUMBER OF POINTS FOR THE INDICATOR	MAXIMUM NUMBER OF POINTS FOR CALCULABLE INDICATORS
1 - Pay gap (in %)	1	6.2	33	40	40
2 - Difference in individual increases (in % points or equivalent number of employees)	1	1.1	35	35	35
3 - Percentage of employees receiving a raise after returning from maternity leave (%)	1	50	0	15	15
4 - Number of employees of the under-represented gender in the 10 highest earners	1	4	10	10	10
Total calculable indicators	4		78		100
INDEX (OUT OF 100 POINTS)			78		100