



WORKPLACE GENDER EQUALITY ITEM

The french law fm 05/11/18 « job in the futur » gives some new dispositions in order to stop the difference on gender pay between women and men.

The establishment of « gender equality » item is compulsory for companies with a work force between 50 and 250 employees and results should be published on his internet website.

Please see below item on 2019 :

	calculable indicator (1=yes, 0=no)	indicateur value	obtained points	maximum points of indicator	maximul point calculable indicator
1- Pay gap (%)	0	N/A		40	0
2- Difference in individual salary increase	0	N/A		35	0
4- Percentage of employees increased in salary upon return from maternity leave (%)	0	N/A		15	0
5- Number of employees of the underrepresented sex among the 10 lightests remunerations	1	3	5	10	10
Total calculable indicators			5	100	10
ITEM (100 points)			N/A		100