

GENDER EQUALITY INDEX

What is the Gender Equality Index?

The Gender Equality Index makes it possible to measure the pay and situation gaps between women and men within the company. It highlights the areas where the company needs to take action to reduce these disparities.

GYS situation to date:

The GYS company has obtained a score of 77 out of 100 for its Gender Equality index between women and men for the year 2022 :

- Pay gap between women and men: **27/40**
- Gap in the rate of individual increases between women and men: **20/20**
- Gap in promotion rates between women and men: **15/15**
- Percentage of female employees receiving a raise on return from maternity leave: **15/15**
- Employees of the under-represented gender among the 10 highest earners: **0/10**

GYS Commitment:

Our aim is to achieve, within three years and wherever possible, an index greater than or equal to 85 points in support of the following progression targets:

- Gender pay gap: **40/40**
- Gap in the rate of individual increases between women and men: **20/20**
- Gap in promotion rates between women and men: **15/15**
- Percentage of female employees receiving a raise on return from maternity leave: **15/15**
- Employees of the under-represented gender among the 10 highest earners: **5/10**