

Index Equality Women - Men

BBC CELLPACK Packaging Illfurth SAS

	Calculable indicator (1=yes, 0=no)	Indicator value	Points achieved	Maximum number of points of the indicator	Maximum number of points for calculable indicators	Final result
1. Pay gap (in %)	1	9	29	40	40	29/40
2. Individual increase gap (in % points r equivalent number of employees)	1	0,8	35	35	35	35/35
3. Percentage of employees receiving a raise when returning from maternity leave (%)	1	100	15	15	15	15/15
4. Number of employees of the under-represented gender in the 10 highest earner	1	4	10	10	10	10/10
Total calculable indicators	-	-	89	-	100	
Index on 100 points	-	-	89	-	100	89/100

The total of the calculable indicators is reduced to 100 points by applying the proportionality rule.