

# 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	2.1	37	40	40	<b>37/40</b>
2. Individual increase gap (in % points r equivalent number of employees)	1	3	25	35	35	<b>25/35</b>
3. Percentage of employees receiving a raise when returning from maternity leave (%)	0	INCALCULABLE	0	15	0	/
4. Number of employees of the under-represented gender in the 10 highest earner	1	5	10	10	10	<b>10/10</b>
<b>Total calculable indicators</b>	-	-	72	-	85	
<b>Index on 100 points</b>						<b>89/100</b>

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

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