Calculation of the Gender Equality Index

	Computable Indicator (1=yes, 0=no)	Indicator Value	Score	Maximum score for indicator	Maximum score for computable indicators
1- Pay gap (%)	1	1,7	38	40	40
2- Gap in number of individual increases (in points of %)	1	0,3	35	35	35
3- Percentage of employees who received a salary increase on return from maternity leave (%)	1	100	15	15	15
4- Number of employees of the under-represented gender among the top 10 earners	1	3	5	10	10
Total Computable Indicators			**93**		**100**
INDEX (out of 100 points)			**93**		**100**