

# Gender Equality Index

# GENDER EQUALITY INDEX

Gender equality was placed among the top priorities of the current French Republic's five-year term Presidency and its government.

Accordingly, by decree No. 2019-15 of 8 January 2019, a new regulatory measure was established requiring French companies with over fifty employees to perform an annual evaluation of professional equality with respect to the Gender Equality Index.

Built around indicators and calculated out of a total of 100 points, the Index measures professional equality data of each legal entity of the following:

- pay gaps,
- disparities in the proportion of men and women receiving a pay rise and a promotion,
- systematic pay rise given to women in the year of maternity leave,
- number of women in the company's top ten paid positions.

Below a threshold of 75 points out of 100 and 85 points out of 100, the company is obliged to define and implement the necessary corrective measures.

The following scores were obtained by the Group's various entities in 2022:

- Etienne Lacroix Tous Artifices – **88** out of **100**,
- Moulages Plastique du Midi – **96** out of **100**,
- Alsetex – **88** out of **100**.
- ELL Transport & Services: incalculable

These results demonstrate the company's commitment to reducing any disparities revealed and to encouraging the reduction of those differences.



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