

DETAILS OF THE GENDER EQUALITY INDEX - 2022/2023

The InVivo Group pays particular attention to gender equality. In some entities, the gross calculation of the indicator does not reflect the equality policy in place. In fact, a technical explanation is necessary to clarify the results: the maternity leave indicator is impacted at a time when the company does not hold a Mandatory Annual Negotiation (NAO).

Pôle Malterie:

Companies with more than 250 employees	Pay differentials (40 points)	Differences in rates of increase (20 points)	Differences in promotion rates (15 points)	Increase in maternity/adoption leave (15 points)	10 highest earners (10 points)	Index results 2022/2023
UES Malteries	38	5	10	15	5	73*

* Here are the main objectives of the action plan put in place to re-establish professional equality between men and women within the UES Malteries Soufflet:

- Spread the word about women in our operational industrial professions to increase the number of women applying for factory jobs,
- Adjust pay policy to reduce pay inequalities,
- Ensure equal pay on recruitment, regardless of gender, for equivalent skills and experience,
- Ensure equal pay for employees returning from family leave (maternity, adoption, parental leave).