

Gender equality Index at THERMOCOAX

As of 1 March 2020, companies with between 50 and 250 employees are required to calculate a gender equality index to evaluate whether they are taking appropriate action towards gender equality.

This figure is a measure of equal pay for men and women in the world of work, applying the principle of "equal pay for equal work".

This index takes the form of a score out of 100 and is based on 4 criteria:

- No pay gap between women and men with the same role and of a similar age,
- Equal opportunities for a pay rise,
- The number of employees who received a pay rise upon returning from maternity leave,
- At least four women in the ten highest paid positions.

For the year 2019, THERMOCOAX scored 76/100.

This performance demonstrates the company's commitment to diversity and equality and, as always, pushes us to continue to improve on this score in the future.



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