

### Calculation of the workplace gender equality index

	indicator can be calculated (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points for indicators that can be calculated
1 - pay gap (in %)	1	1.3	38	40	40
2 - individual pay gaps (in % points)	1	2.4	20	20	20
3 - promotion discrepancies (in % points)	1	4.6	10	15	15
4 - percentage of employees receiving pay raises on return from maternity leave (%)	1	100	15	15	15
5 - number of employees of the under-represented gender in the 10 highest-paid positions	1	2	5	10	10
<b>INDEX (out of 100 points)</b>			<b>88</b>		<b>100</b>