

Gender equality in the work place index for the year 2023

In accordance with the French Labor Code, the gender equality index for Reforest'Action was calculated for the period 01/01/2023 to 31/12/2023.

The analysis of the four indicators produced the following results:

Pay gap	38/40
Individual increase rate gap	35/35
Percentage of employees returning from maternity leave who received a pay rise	Not calculable
Number of employees of the under-represented sex among the 10 highest wages	5/10

The overall index result is :

92/100