

GENDER EQUALITY INDEX

The law of September 2018 required companies to monitor an index and, if necessary, take corrective action on gender equality in the workplace.

This index is based on 5 criterias :

- Gender pay gap by classification;
- Difference between women and men in pay rises by category;
- Gap in promotions between women and men;
- The percentage of women receiving a pay rise based on known criteria after returning from maternity or parental leave;
- The percentage of the under-represented sex among the 10 highest earners.

The minimum score required is 75 points out of 100, on pain of action plan and penalty. DIEHL METERING SAS has always exceeded the 75-point threshold, even before the law was passed. These results have been achieved at a time when our metrology, plastics, mechanical engineering and electronics businesses are suffering from a lack of female applicants to ensure the kind of diversity we want.

Our scores:

Année	Pay gap	Gap in pay rise	Gap in promotions	Returning from maternity or parental leave	10 highest earners	Score total
2024	39/40	20/20	14/15	15/15	5/10	93
2023	31/40	20/20	15/15	15/15	5/10	86
2022	36/40	20/20	15/15	15/15	5/10	91
2021	31/40	20/20	15/15	15/15	5/10	86
2020	36/40	20/20	15/15	15/15	0/10	86
2019	33/40	20/20	10/15	15/15	0/10	78
2018	33/40	20/20	10/15	15/15	0/10	78

Our recruitment, internal promotions, individual pay rises and access to training are always based on skills and an appreciation of the service provided by the individual, irrespective of any other criteria.

We strongly encourage our schools and universities to diversify their recruitment so that we do not have to resort to positive discrimination to be near the 100 point target.