



SIPEARL

Gender Equality Index in 2025

based on 2024 data

1 Professional Gender Equality Index

This index was designed to allow companies to measure gender pay equality within their organization. It highlights areas for improvement where disparities exist. For companies with between 50 and 250 employees, the index is based on 4 major criteria that assess gender inequalities within the company, with a score out of 100.

The Gender Equality Index for SiPearl, based on the 2024 data, is 80/100:

		Maximum score	Score SiPearl 2024
Indicator 1	The Pay Gap	40	33
Indicator 2	The Gap in the Distribution of Individual Salary Increases Between Women and Men	35	35
Indicator 3	The Percentage of Female Employees Receiving a Raise Upon Returning from Maternity Leave	15	NC
Indicator 4	The Distribution Between Women and Men Among the Ten Highest Salaries	10	0
Final result	Total points : 68; Maximum number of points that can be obtained: 85.	Weighting : out of 85	80/100

Discrepancies have been observed in certain indicators, mainly due to the shortage of women in our industry sector and in engineering roles.

2 Progression Objectives

Since our score is below 85/100, SiPearl must set progression objectives for the two indicators where the maximum score has not been achieved.

Indicator 1 : The Pay Gap (33/40)

Progression Objective

- Ensure equal pay at hiring for the same position, regardless of gender, when qualifications, skills, and professional experience are equivalent. This gap will be monitored during annual salary reviews.

Indicator 4 : The Distribution Between Women and Men Among the Ten Highest Salaries (0/10)

Progression Objective

- Present, whenever possible, at least one female profile in the pre-selected candidates for management positions or higher.
- Achieve 2 women in the top ten highest salaries within the company while implementing actions to increase this representation.