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## Gender Equality Index

A recent reform to French law has made it mandatory for companies with over 250 employees to calculate a \*gender index\*. The index provides a score out of 100, and includes five key indicators that assess equality between men and women in the workplace.

The indicators are as follows:

- The average earnings of men and women,
- The difference in the rate of individual raises,
- The difference in the rate of promotions,
- The number of employees granted a raise following their maternity leave,
- The number of women among the top ten highest-paid employees.

As evidence of U-Shin's meritocratic culture, we are pleased to announce that the average score of \*U-Shin France is 76/100\*. This figure, which will undoubtedly grow going forward, \*clearly reflects our vision of equity and equality and the fact that only skills and competencies prevail\*.