

Gender equity (Women / Men) in France



The Professional Future Act of 5 September 2018 regarding the professional equality of women and men requires the publication of a business note based on the measurement of 5 indicators.

- For companies with more than 1000 employees, the publication of the note must be made on March 1, 2019.

In accordance with current legislation, Manitowoc publishes the overall Gender Equality Index rating.

- **The overall rating for Manitowoc Crane Group France SAS is: 88/100**

The Index, based on 100 points, is calculated from the following 5 indicators:

- the pay gap between women and men;
- the differential rate of individual increases between women and men;
- the difference in promotion rates between women and men (only in companies with more than 250 employees);
- the percentage of employees who have returned from maternity leave who have benefited from a pay increase;
- the number of employees of the under-represented gender among the 10 highest salaries.