

Gender equity (Women / Men) in France - 2020



The Professional Future Act of 5 September 2018 on the professional equality between women and men introduced the obligation to publish a business note based on the measurement of 5 indicators.

- The publication of the note must be made, each year, on March 1st.

In accordance with current legislation, Manitowoc publishes the **2020** overall rating of the Gender Equality Index.

- **The overall rating for Manitowoc Crane Group France SAS is: 78/100**

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 an increase,
- the number of employees of the under-represented sex among the 10 highest salaries.

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- The scores obtained for each indicator:

Indicators	Score 2020
1- the pay gap between women and men	38/40
2- the differential rate of individual increases between women and men	20/20
3- the difference in promotion rates between women and men (only in companies with more than 250 employees)	5/15
4- the percentage of employees who have returned from maternity leave who have benefited from an increase	15/15
5- the number of employees of the under-represented sex among the 10 highest salaries	0/10
78 point / 100	