

# Salary index: professional equality between women and men

March 1, 2025

Created by the law of September 5, 2018 for the Freedom to choose one's professional future, the gender equality index is a tool to assess the differences in pay between women and men in companies.

The equality of treatment between the women and the men appears since always with the row of the fundamental principles which underlie the policy of the Human Resources of the TOP CLEAN PACKAGING Group.

## The gender equality women/men index in 4 questions :

### Who ?

Companies with more than 50 employees  
Reference period: 12 calendar months



### What ?

This index, in the form of a 100-point score, is composed of 4 main indicators

If the total of points is less than 75 points, the company must implement corrective actions

### When ?

Before March 1st each year



### How ?

Publication on the website and with the staff representatives



## The Gender Equality Index: where we stand in the Group TOP CLEAN PACKAGING?

### 1) The pay gap by SSC (40 points)

The objective is to measure the existing gaps in remuneration and reduce the factors responsible (training, working hours, experience, etc.)

Number of points obtained for CARTOLUX-THIERS = 39/40

Number of points obtained for TCI = Not calculable

### 2) The distribution gap for individual increases (35 points)

Maximum points are awarded if the company has increased the number of women as well as men

Number of points obtained for CARTOLUX-THIERS = 35/35

Number of points obtained for TCI = Not calculable

### 3) Increase upon return from maternity leave (15 points)

Origin of this measure: motherhood is the factor with the greatest impact on women's pay throughout their careers

Number of points obtained for CARTOLUX-THIERS = Not calculable

Number of points obtained for TCI = Not calculable

### 4) Number of women among the ten highest earners (10 points)

The objective is to ensure a more balanced increase in the number of men and women at all levels of the hierarchy, particularly in management positions

Number of points obtained for CARTOLUX-THIERS = 5/10

Number of points obtained for TCI = 10/10

**OVERALL SALARY INDEX RESULT CARTOLUX-THIERS : 93/100**  
**OVERALL RESULT SALARY INDEX TOP CLEAN INJECTION : NOT CALCULABLE**