

# GENDER PAY KPI (FRANCE) 2021

Since March 1, 2020, Clyde Union Pumps SAS publishes its index resulting from 4 indicators from the “Avenir” law of September 5, 2018 and aimed at reducing the pay gap between women and men.



Indicateur (KPI)	Note (Grade)
Ecart de rémunération (Pay gap)	34/40
Ecart d'augmentations individuelles (Pay increase gap)	35/35
% de salariées augmentées au retour de congé maternité (% employees with a pay increase returning from maternity leave)	INCALCULABLE
Nombre de salariés du sexe sous-représenté parmi les 10 plus hautes rémunérations (Number of employees of the under-represented gender among the 10 highest earners)	5/10

The score obtained is 87/100 for the year 2021.