



GENDER EQUALITY INDEX – GRIS DÉCOUPAGE

Index as of March 2026



GENDER EQUALITY INDEX – GRIS DÉCOUPAGE

Index as of March 2026

As required by the Freedom of Career-Choice Bill promulgated 5 September 2018, GRIS DÉCOUPAGE has prepared a **Gender Equality Index**.

The following indicators were used:

- gender pay gap by age and socio-professional category (40 points),
- gender pay increase differential (35 points),
- percentage of female employees granted pay increases upon returning from maternity leave (15 points),
- parity among the 10 highest paid positions (10 points),

the professional equality index for women and men at **GRIS DÉCOUPAGE on 1 march 2025 was:**

94/100

Perimeter used to calculate the indicators:

- Company name: GRIS DÉCOUPAGE
- company registration number ("SIREN"): 328101019
- Reference period used to calculate the indicators: from 1 January 2025 to 31 December 2025
- Workforce (number of employees counted to calculate the indicators): 158