

## GENDER EQUALITY INDEX

**Our teams are committed to gender equality in the workplace.**

**Our index for 2022: 76/100**

*Pay gap indicator: 31/40*

*Individual pay rise rate indicator: 35/35*

*Percentage of employees receiving a raise in the year following their return from maternity leave: 0/15*

*High-pay indicator: 10/10*

**Our improvement measures:**

### **1- Target pay gap indicator :**

Société Hôtelière Internationale de Roissy SNC is committed to restoring the balance between men's and women's pay for both entry-level and management positions.

Both male and female talent are integrated into our hotel through early career opportunities such as apprenticeships and internships.

We increased the number of such positions in 2023.

Our main objective is to minimize the gaps we find by taking individual measures to help our team members manage their professional development as effectively as possible.

Another objective is to share best practices between the Group's different hotels, and to implement the most relevant of these in our hotel.

The development of female talent for positions of responsibility is thus particularly encouraged.

## 2- Target indicator for return from maternity leave:

In 2024, Société Hôtelière Internationale de Roissy SNC upgraded women's salaries at the beginning of the year following the end of their maternity leave.

