GENDER EQUALITY
IN THE WORKPLACE

SPHERE GROUP - 2024

The principle of «equal pay for equal work» implies that the employer must ensure equal pay for all employees of either sex placed in an identical situation. Professional equality is a question not only of social justice but also of economic and social performance.

To improve gender equality, the law of 5 September 2018 "For the freedom to choose one's professional future" uses indicators set by the government to measure the pay and situational differences between women and men.

On 1 March of each year, SPHERE group companies with 50 or more employees must publish their professional equality index, with ratings for four specifics indicators.

For 2024, the professional equality index calculation gave the following results for each company:

- **SPHERE FRANCE:** 82 points
- **SPHERE DISTRIBUTION:** indicators could not be calculated (the insufficient number of women or men in certain categories did not allow for comparative calculations)
- **SPHERE PAPIER:** 98 points
- **J&M PLAST:** 91 points
- **PTL:** 94 points
- **SCHWEITZER:** 91 points
- **JET'SAC:** indicators could not be calculated (the insufficient number of women or men in certain categories did not allow for comparative calculations)

Regarding SPHERE FRANCE, the 4 indicators obtained are the following:

1. Gender pay gap by socio-professional category: **27 points / 40 points.**

2. Difference in the rate of individual pay rises between women and men: **35 points / 35 points.**

3. Percentage of employees receiving a pay rise in the year following their return from maternity leave: **15 points / 15 points.**

4. Number of employees in the under-represented gender among the 10 highest-paid employees (number of women among the company's top earners): **5 points /10 points.**

SPHERE

Regarding SPHERE DISTRIBUTION, the 4 indicators obtained are the following:

1. Gender pay gap by socio-professional category: **indicator cannot be calculated, as the number of valid groups is less than 40% of the total workforce.**

2. Difference in the rate of individual pay rises between women and men: **25 points / 35 points.**

3. Percentage of employees receiving a pay rise in the year following their return from maternity leave: **15 points / 15 points.**

4. Number of employees in the under-represented gender among the 10 highest-paid employees (number of women among the company's top earners): **5 points /10 points.**

Regarding SPHERE PAPIER, the 4 indicators obtained are the following:

1. Gender pay gap by socio-professional category: **38 points / 40 points.**

2. Difference in the rate of individual pay rises between women and men: **35 points / 35 points.**

3. Percentage of employees receiving a pay rise in the year following their return from maternity leave: **15 points / 15 points.**

4. Number of employees in the under-represented gender among the 10 highest-paid employees (number of women among the company's top earners): **10 points /10 points.**

Regarding J&M PLAST, the 4 indicators obtained are the following:

1. Gender pay gap by socio-professional category: **36 points / 40 points.**

2. Difference in the rate of individual pay rises between women and men: **35 points / 35 points.**

3. Percentage of employees receiving a pay rise in the year following their return from maternity leave: **15 points / 15 points.**

4. Number of employees in the under-represented gender among the 10 highest-paid employees (number of women among the company's top earners): **5 point /10 points.**

Regarding PTL, the 4 indicators obtained are the following:

1. Gender pay gap by socio-professional category: **34 points / 40 points.**

2. Difference in the rate of individual pay rises between women and men: **35 points / 35 points.**

3. Percentage of employees receiving a pay rise in the year following their return from maternity leave: **15 points/15 points**

4. Number of employees in the under-represented gender among the 10 highest-paid employees (number of women among the company's top earners): **10 points /10 points.**

Regarding SCHWEITZER, the 4 indicators obtained are the following:

1. Gender pay gap by socio-professional category: **36 points / 40 points.**

2. Difference in the rate of individual pay rises between women and men: **35 points / 35 points.**

3. Percentage of employees receiving a pay rise in the year following their return from maternity leave: **15 points / 15 points.**

4. Number of employees in the under-represented gender among the 10 highest-paid employees (number of women among the company's top earners): **5 points /10 points.**

Regarding JET'SAC, the 4 indicators obtained are the following:

1. Gender pay gap by socio-professional category: **indicator cannot be calculated, as the number of valid groups is less than 40% of the total workforce.**

2. Difference in the rate of individual pay rises between women and men: **35 points / 35 points.**

3. Percentage of employees receiving a pay rise in the year following their return from maternity leave: **non-calculability, absence of returns from maternity leave.**

4. Number of employees in the under-represented gender among the 10 highest-paid employees (number of women among the company's top earners): **10 points /10 points.**