

CONSORTIA – Indicators details

Indicators	Score	Consortia Score for 2023
Pay gap	From 0 to 40 points	38 points <i>(difference de 1,4 %)</i>
Difference in the distribution of individual increases	From 0 to 35 points	35 points
% of employees who received a raise on return from maternity/adoption leave	From to 15 points	<i>Not calculable (no employees on maternity/adoption leave)</i>
Number of employees of the under-represented sex among the 10 highest earners	From 0 to 10 points	5 points
Total calculable indicators	85 Points	78 Points
TOTAL INDEX (sur 100 points)	From 0 to 100 points	92 Points*

**Le total des indicateurs calculables est ramené sur 100 points en appliquant la règle de la proportionnalité.*