



DOCS International France SAS published its Gender Equality Index

Before March 1, 2020, in line with its legal obligations, **DOCS International France SAS** published its index on professional equality between men and women and obtained a score of **90/100**.

Each of the four indicators is associated with a number of points for a total score of up to 100 points. DOCS International France SAS's score against each indicator is detailed in the table below.

Indicator	Range	Score
Pay gap between women and men	0 - 40	40
Rate differentials of individuals wage increases	0 - 35	35
Percentage of employees with salary increased on their return from maternity leave	0 - 15	15
Number of employees for the under- represented gender among the top 10 earners **	0 - 10	0
		90

*** The top ten highest paid employees are Female with no Male representation resulting in zero for this indicator.*

At **DOCS International France SAS**, we pay male and female employees equally for the same or equivalent work. We have worked hard to structure our **pay principles** to ensure that gender is not a factor in how we deliver rewards.

These pay principles have helped us close the gender pay gap and have ensured equal opportunities for pay increases for men and women which is reflected in our high scores against these indicators.

Under our **Diversity and Inclusion program**, we will be training all our people leaders to understand unconscious bias and similarity bias and also, how to encourage diversity of thought and foster inclusion in their teams. These fundamentals will be embedded into all people leader programs, and reflect the values upon which we assess performance behaviors.