

In 2024, ACOME SA achieved a score of 92/100 on the Gender Equality Index, an improvement of 5 points on its score of 87/100 in 2023.

In accordance with the provisions of the Avenir Act of 5 September 2018 aimed at eliminating pay gaps between women and men, companies with at least 50 employees must publish their gender equality index by 1 March each year. Below a threshold of 75 points out of 100, the company is obliged to implement corrective measures within three years.

For 2024, ACOME SA scored 92 points on the gender equality index, representing an increase of +5 points compared to 2023 and +9 points compared to 2019..

Five indicators to take into account

The Index assesses our situation on a 100-point scale based on the following 5 indicators:

- The gender pay gap;
- The difference in distribution of individual increases;
- The gap in distribution of promotions;
- The number of employees increased upon their return from maternity leave;
- The number of people of the under-represented sex among the 10 highest earners.

ACOME SA	Points in 2024	Maximum number of Indicator points	Maximum number of points for calculable indicators
Gender pay gap (In %)	37	40	40
Difference in the distribution of individual increases (in % points)	20	20	20
Promotion gaps (in % points)	15	15	15
Percentage of employees increased upon return from maternity leave (%)	15	15	15
Number of employees of the under-represented sex among the 10 highest paid	5	10	10
Total of calculable indicators	92		100
INDEX (on 100 points)	92		100