

Gender Equality – Index 2023



In accordance with French legislation, Manitowoc publishes the overall score of the Gender Equality Index for 2023.

Manitowoc Crane Group France SAS : 90 /100

The Index out of 100 points, is calculated on the basis of the following 5 indicators:

Gender pay gap between men and women;

Differential rate of individual increases between women and men;

Difference in promotion rates between women and men;

Percentage of employees returning from maternity leave who have benefited from an increase;

Number of employees of the under-represented sex among the 10 highest salaries;

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Indicateur	Note 2023
1- Gender gap pay between men & women	35/40
2- Differential rate of individual increases between women and men	20/20
3- Difference in promotion rates between women and men	15/15
4- Percentage of employees returning from maternity leave who have benefited from an increase	15/15
5- Number of employees of the under-represented sex among the 10 highest salaries	5/10
90 points / 100	