

# GENDER EQUALITY INDEX

2024



Women - Men

To date, PICOT and DIRICKX have 339 employees including 76 women.

The Law regulates the Gender Equality Index and sets strict calculation rules of the different items shared below.

According to these rules, the calculation below only apply to 283 of the company's employees.

## Gender pay gap

> 5% and ≤ 6% → 34 points

## Distribution difference of the individual pay increases (%)

> 5 and ≤ 10 points %  
→ 5 points

## Promotion distribution gap (%)

In favour of women  
→ 15 points

## Number of women promoted upon their return from maternity leave (%)

100% → 15 points

## Gender parity among the top 10 highest pays

0 or 1 employee → 0 point

## OVERALL SCORE

69/100

For more information, [click here](#)