

Summary of the declaration of your workplace gender equality index for 2024 based on 2023 data

Declarant details

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Scope used to calculate and publish indicators

Structure	Economic and Social Unit (Unité Economique et Sociale - UES)
No. of personnel tranche	1,000 or more
Company name	NAVAL GROUP
Siren number (French business identification number)	441133808
NAF Code (French classification of activities)	30.11Z - Construction of ships and floating structures
Address	40-42 40 RUE DU DOCTEUR FINLAY 75015 PARIS 15
UES name	NAVAL GROUP
Number of companies comprising the UES	2

Calculation information and reference period

Year for which indicators are calculated	2023
Reference period end date	31/12/2022
Number of employees taken into account to calculate indicators	14,882

Pay gap indicator

Calculation method	By socio-professional category
Date of consultation of the Economic and Social Committee (Comité Social et Economique - CSE)	-
Number of levels or coefficients	-
Final result as a %	0.80
Population for which the gap is favourable	men
Number of points obtained	39

Individual increase rate gap indicator (excluding promotions)

Final result as a %	0.2
Population for which the gap is favourable	men
Number of points obtained	20

Promotion rate gap indicator

Final result as a %	0.2
Population for which the gap is favourable	women
Number of points obtained	15

Indicator relating to the % of employees who received an increase in the year following their return from maternity leave

Final result as a %	100
Number of points obtained	15

Indicator relating to the number of employees of the under-represented gender among the 10 employees who received the highest salaries

Result as the number of employees of the under-represented sex	1
Gender of employees over-represented	men
Number of points obtained	0

Overall result level

Total points obtained	89
Maximum number of points that can be obtained	100
Final result out of 100 points	89
Planned correction measures	-

Publication of the overall result level

Date of publication	01/03/2024
Publication website	https://www.naval-group.com/fr/engagements
Procedures for communicating with employees	