



Shared innovation

Results of the Gender INDEX 2020

Social perimeter (>250 employees)	INDEX Note 2020 /100	Index 1 Score out of 40 Pay gap	Index 2 Score out of 20 Female rate increased	Index 3 Score out of 15 Promotion rate gap	Index 4 Score out of 15 Increase on return maternity leave	Index 5 Score out of 15 Total of women on the top 10 earnings
AXIONE	89	39	20	15	15	0
BBCSO ET LINKCITY CSO	82	37	20	10	15	0
BBGO ET LINKCITY GO	83	33	20	15	15	0
BBNE ET LINKCITY NE	81	36	20	10	15	0
BBSE ET LINKCITY SE	82	37	20	10	15	0
BCSN	86	36	20	15	15	0
BOUYGUES BAT IDF	81	36	20	10	15	0
BOUYGUES BAT International	89	39	20	15	15	0
BOUYGUES TP	85	35	20	15	15	0
BREZILLON	77	27	20	15	15	0
BY CONSTRUCTION SA	89	34	20	15	15	5
BY TP REGIONS FR	75	25	20	15	15	0
BYCN IT	82	37	20	10	15	0
BY CN MATERIEL	84	34	20	15	15	0
BYES	88	38	20	10	15	5
BYES FM France	84	39	20	10	15	0
BYES Maintenance Industrielle	89	39	20	15	15	0
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BYCN PURCHASING	89	39	35		15	0
ELAN	94	39	35		15	5
LINKCITY IDF	81	31	35		15	0
SMI	83	NS	35		15	0