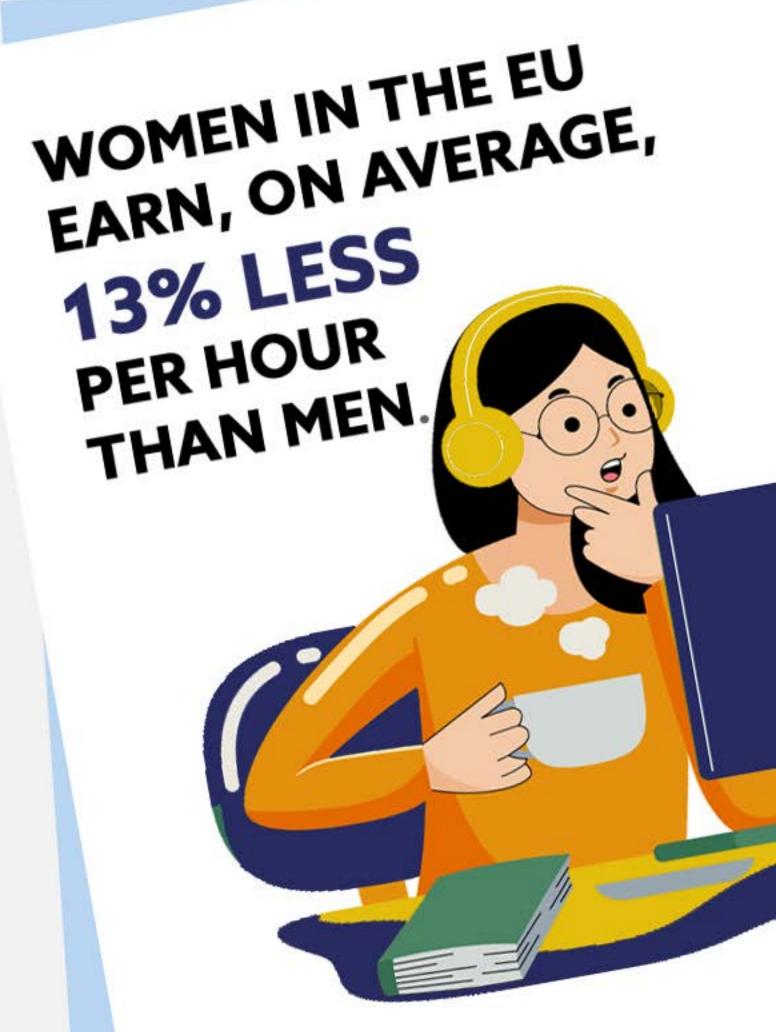


EQUAL PAY DAY

The EQUAL PAY DIRECTIVE, adopted by the Council on April 24, 2023, aims to combat pay discrimination and narrow the gender pay gap.



Companies with more than 250 employees are required to report annually on their gender pay gap.



Reporting OBLIGATIONS



Companies with 100 to 249 employees must report every years







Organisations with fewer than 100 employees are exempt from this reporting requirement.





If a company's GENDER PAY GAP

representatives.

exceeds 5% and cannot be justified by objective, gender-neutral criteria, the EMPLOYER must conduct a joint pay assessment in collaboration with workers'