GOFO France Publishes Its Key Gender Equality Indicators for 2025

As part of its commitment to professional equality and in compliance with French regulatory requirements, GOFO France publishes its indicators relating to the Gender Equality Index for the reference year 2025.

This initiative reflects GOFO's determination to promote a fair, inclusive, and transparent working environment, in line with its values and international standards in social responsibility.

Key Figures – Gender Equality Index 2025

For the year 2025, GOFO France, which employs 321 people, achieved the following results:

Pay gap between women and men

Measured gap: 0.2%

Gap in favor of women

Score obtained: 39 out of 40 points

Gap in individual salary increase rates

Measured gap: 1%

Gap in favor of women

Score obtained: 20 out of 20 points

Representation of the underrepresented gender among the 10 highest-paid employees

Number of employees of the underrepresented gender: 2

Score obtained: 5 out of 10 points

Indicators not calculable during the reference period

In accordance with applicable regulations, certain indicators could not be calculated due to the absence of relevant events during the reference period:

Promotion rate gap (no promotions during the period)

Salary increases upon return from maternity or adoption leave (no relevant returns during the period)

Total score obtained

64 points out of a maximum of 70 calculable points

Overall result out of 100 points: not calculable according to applicable regulatory rules

These results reflect a generally balanced situation in terms of remuneration and salary progression between women and men within GOFO France.

GOFO's Commitment to a Fair and Inclusive Work Environment

GOFO is committed to ensuring equal treatment between women and men at every stage of the professional journey, particularly in terms of:

remuneration and performance recognition
access to professional development opportunities
recruitment and career progression
fair and respectful working conditions

As an international e-commerce logistics and transport company, GOFO promotes an inclusive corporate culture based on diversity and equal opportunity.

Transparency and Regulatory Compliance

In accordance with French legislation, these indicators were calculated based on data as of December 31, 2025, and published on February 28, 2026, on GOFO's official website.

GOFO will continue its efforts to strengthen its practices in professional equality and inclusion as part of a continuous improvement and social responsibility approach.