Invest in a more equal future.
Message from Michael R. Bloomberg

About the Framework

About the Index

2019 GEI Companies
At Bloomberg, we provide investors with industry-leading market data and analysis. A growing part of our business is meeting the increasing demand among our clients and the marketplace for environmental, social, and governance (ESG) information. The availability of ESG data (including on climate change) is growing, but there are still information gaps to fill, particularly when it comes to gender equality.

Promoting gender equality in the workplace is not just the right thing to do. It is also smart business. To offer companies the opportunity to showcase their gender equality efforts to investors, Bloomberg launched the first-of-its-kind Bloomberg Gender-Equality Index.

Rather than rely on the limited publicly available data, we ask companies directly about their policies and results. Companies disclose information on how they promote gender equality, and Bloomberg’s standardized reporting framework brings clarity and consistency to this once opaque area of the market. Investors, as a result, can make more informed decisions. At the same time, companies can evaluate best practices and hold themselves accountable for building more inclusive – and more successful – work environments.

The 2019 Bloomberg Gender-Equality Index represents 230 global companies headquartered across 36 countries and regions. We look forward to seeing those numbers grow – and to expanding the ESG data universe to make markets more transparent and efficient.

Sincerely,

Michael R. Bloomberg

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In today’s environment, it’s never been more critical for a company to be able to demonstrate how it is advancing women, the value of its products and its impact on society.

Bloomberg’s gender reporting framework is the only international standardized reporting and disclosure method for workplace gender data. At no cost, it arms companies with a blueprint for measuring how they promote gender equality across four dimensions: company statistics, employee policies and benefits, gender-conscious product offerings and community support.

Disclosures from firms included in the 2019 GEI provide a wide-ranging and comprehensive look at how companies around the world are investing in women in the workplace, the supply chain, and in the communities in which they operate.
## Section 1
### Workforce Statistics and Compensation

#### Female Representation by Level
Women represent 42% of the total workforce and:
- 43% of new hires
- 35% of middle management
- 26% of senior management
- 7% of chairs/CEOs

#### Equal Pay
- 60% of companies conduct equal pay reviews
- 39% found disparities and fixed them

#### Gender Pay Gap
- 17% median gender pay gap
- 20% mean gender pay gap

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Section 1 also includes a company’s multi-cultural workforce in the U.S., male/female tenure and attrition and additional pay disparity metrics.

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### Career Development

The percentage of employees enrolled in the following programs that are women:
- Mentoring: 53%
- Sponsorship: 55%
- Executive Coaching: 40%

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### Section 2
### Policies and Benefits

#### Company Paid Parental Leave
- **(Global average)**
  - 9 weeks for primary caregiver
  - 2 weeks for secondary caregiver
- **(U.S. average)**
  - 13 weeks for primary caregiver
  - 5 weeks for secondary caregiver

#### Family and Health Benefits
- 55% provide adoption assistance
- 46% cover fertility services
- 22% cover egg freezing
- 43% cover gender reassignment

#### Management Accountability
- 60% require gender-diverse slates
- 48% include Diversity and Inclusion goals in performance reviews
- 80% train managers on unconscious bias

#### Company Paid Parental Leave

#### Family and Health Benefits

#### Management Accountability

#### Career Development

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“I fundamentally believe in equal pay for equal work. That’s one of those simple things. You do the same work, you should be paid the same thing. How could anyone not believe in that?”

Jan Zijlerveld
Chief Executive Officer
Avon Products

“I’m focused on advancing gender equality because it’s right, it’s necessary, it’s a business imperative and it’s my responsibility.”

David Solomon
Chairman & CEO
Goldman Sachs

“I’ve set a goal of 50/50 representation of women and men. We believe very strongly that when we get there, we will be better able to serve consumers and the broad range of stakeholders that are important to the success of our company.”

David Taylor
Chairman, President & CEO
Procter & Gamble

“I’m passionate about being CEO, but I’m also passionate about being a father of two kids. I want to be there when my kids practice and I want to see their games and I want to go to school events. Having more flexibility is something that both women and men want, and I am a good example of that.”

Benno Dorer
Chair & CEO
Clorox

“If you’re going to be the best place for teammates to work, you want them to feel that. They feel that by the traditional measures – pay, and pay-for-performance, and promotions – and by having a diverse and inclusive workplace, and a benefits package that allows them to live their life and be successful at work at the same time.”

Brian Moynihan
Chairman & CEO
Bank of America

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Section 3
External Impact

Advertising
68% evaluate all advertising and marketing content for gender biases prior to publication

Products and Vendors
67% ensure all products, services and facilities are not used for female exploitation or abuse
55% have a supplier diversity program that includes women-owned businesses
51% offer financial products to specifically help women-owned businesses (where applicable)

Customers
62% track their customer base by gender
14% track repayment rates by gender (where applicable)
51% track customer satisfaction by gender
42% measure the retention of female customers

“As a company we look at the broad spectrum of how our business impacts the entire value chain from seed to sip. Data creates more transparency and is a valuable tool in helping businesses, like ours, identify strengths and areas for improvement to close gaps.”
Carlos Brito
Chief Executive Officer
Anheuser-Busch InBev

“Data is very critical for us to know that we are making progress in gender equality and diversity because we need to be sure we can measure the things that we’re trying to improve. It also gives us the ability to report back to our team members, board of directors and investors – who I’m proud to say all care about this issue and ask about progress.”
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President & CEO
AMN Healthcare

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Section 4
Support for Women in the Community

Labor Force Participation
34% have formal programs to recruit women aspiring to return to work after a career break

Public Policy
19% lobbied in support of gender equality legislation (full list available on website)
67% are members of organizations in which the primary mission is to advocate for gender equality

Education
59% conduct or sponsor financial education programs for women
48% conduct or sponsor women’s health education programs

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“The more that companies can be transparent about their commitment to diversity and inclusion and women in the workforce, the better off we’ll all be, and the more progress we’ll make.”
Tim Sloan
President & CEO
Wells Fargo & Company

“We’re in a war for customers, a war for service, a war for talent all the time. How could we possibly expect to win if we’re limiting our pool of talent to half the population?”
Bill Winters
Group Chief Executive Officer
Standard Chartered

“The willingness to give time off and make it easy for women to come back without any stigma – that is very important.”
Piyush Gupta
Chief Executive Officer
DBS Bank

“At Clorox, we’re committed to doing the right thing. Everything we do within our four walls, including our focus on inclusion and diversity, extends to everyone who touches our business.”
Benno Dorer
Chair & CEO
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Susan Story
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American Water

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“Gender inequality is one of the most critical challenges facing both the public and private sectors globally. The Gender-Equality Index is an extension of Bloomberg’s mission to provide independent, reliable data to global market participants while raising awareness of critical issues affecting businesses around the world.”

Peter T. Grauer
Chairman, Bloomberg L.P.
2019 GEI Companies
The 2019 Bloomberg Gender-Equality Index includes 230 companies across ten sectors headquartered in 36 countries and regions.

A.P. Møller-Mærsk A/S
AB InBev
Accenture
adidas
Adobe
ADP
Advanced Micro Devices, Inc.
Aetna, Inc.
AGNC Investment Corp.
Alia Group Limited
Air Products & Chemicals, Inc.
Alcoa Corporation
Alliance Data
Alliant Energy
Allianz
Alpha Bank
American Electric Power
American Express
American Water
AMN Healthcare Services, Inc.
Anglo American
Annaly Capital Management, Inc.
Apollo Global Management, LLC
ArcelorMittal
AstraZeneca
AT&T
AU Optronics
Avon Products, Inc.
BAE Systems PLC
Banco Bradesco S/A
Banco Santander
Banco Bradesco S/A
Banco Santander
BB Seguridade Participações S.A.
BBVA
BNP Paribas
BNY Mellon
Boston Scientific Corporation
BT Group PLC
BYO Company Limited
CAE
CaixaBank
Campbell Soup Company
CAPCOM Co. Ltd.
Capital One Financial Corporation
Centene Corporation
Charles River Laboratories International, Inc.
CIBC
Cie de Saint-Gobain
Cisco
Citi
City Developments Limited
The Clorox Company
The Coca-Cola Company
Coca-Cola Femsa
Commercial International Bank, Egypt (CIB)
Commonwealth Bank of Australia
Core Laboratories
CVS Health
Daippon Printing Co. Ltd.
Daikin Industries, Ltd.
Daiwa Securities Group Inc.
Danone
Danske Bank A/S
DaVita, Inc.
DBS Group Holdings Ltd.
Deutsche Post DHL Group
Deutsche Telekom AG
Diageo PLC
Dominion Energy
Don Quijote Holdings Co. Ltd.
Dr. Reddy’s Laboratories Ltd.
DuPont
Enagas S.A.
Enbridge
Erste Group Bank AG
The Estée Lauder Companies
Etsy
Euronav NV
Evercore Energy
Evertec
Fifth Third Bancorp
First Data Corp.
First Horizon National Corporation
First Pacific Company Limited
FirstEnergy
Ford Motor Company
Fortescue Metals Group Ltd.
Franklin Templeton Investments
Galp
Gap, Inc.
General Motors
Gold Fields
Goldman Sachs
Grupo Financiero Banorte
Grupo Televisa, S.A.B.
Harmony Gold Mining Company Limited
The Hartford
Horace Mann
IAMGOLD Corporation
Iberdrola
ICL
Illumina
Incitec Pivot Limited
ING
Ingredion Incorporated
Intesa Sanpaolo
Itaú Unibanco
Janus Henderson Group PLC
JPMorgan Chase & Co.
Just Eat
Kao Corporation
KASIKORNBank PCL
KB Financial Group, Inc.
Kering
Legal & General Group PLC
Leidos Holdings, Inc.
LendingClub
Lenovo
Lionsgate
Lloyds Banking Group
L’Oréal
Lululemon
Manulife
Marsh & McLennan Companies
Mastercard
Maybank
Mediobanca
MetLife, Inc.
MINDBODY, Inc.
Mitsubishi UFJ Financial Group
Mizuho Financial Group, Inc.
Morgan Stanley
Morningstar, Inc.
Motorola Solutions
MS&AD Insurance Group Holdings, Inc.
National Australia Bank
National Bank of Canada
National Bank of Greece
Nestlé
Newmont Mining Corporation
Nicoz Corporation
Nielsen
NiSource
NN Group
Nokia
Nordea Bank
Northern Trust Corp
NTT DOCOMO
NVIDIA
Old National Bancorp
Orange
Pampas Energia
Pearson
Pitney Bowes, Inc.
PNC Financial Services Group
Portland General Electric
Praxair, Inc.
Procter & Gamble
ProSiebenSat.1 Media SE
Prudential Financial
Prudential PLC
QBE Insurance Group Limited
Radian Group Inc.
Rapid7, Inc.
RBS
RELX Group
Robert Half
Rogers Communications, Inc.
Rolls-Royce Holdings PLC
Royal Bank of Canada
S&P Global
Sanderson Farms
SAP
Schneider Electric
Scholastic
Schroders
Scotiabank
Sempra Energy
Shinhan Financial Group
Signet Jewelers Limited
Silicon Valley Bank
Singtel
Sodexo
Sonova
SS&E PLC
Standard Chartered Bank
Standard Life Aberdeen PLC
State Street Corporation
STMicroelectronics
Sumitomo Mitsui Financial Group
Sumitomo Mitsui Trust Holdings
Sun Life Financial
Swedbank
Swiss Re
Symantec
Taiyo Nippon Sanso Corporation
Taylor Morrison
TD Bank Group
Teck
Telefónica
Telia Company
Temasek
Tokyo Electron Limited
TransCanada Corporation
Türkiye Garanti Bankası A.Ş.
UBS
Unilever
Unum Group
UOB Group
UPM-Kymmene Corporation
VISA, Inc.
Vodafone Group
Voya Financial, Inc.
Walmart
Walmart de México y Centroamérica
Wells Fargo & Company
Welltower
WESCO International, Inc.
Westpac Group
Weyerhaeuser
WPP
Yum China Holdings, Inc.
Yum! Brands, Inc.
Zillow Group, Inc.
Zurich Insurance
Zynega, Inc.
Across the world, more women are making it to the c-suite and boardroom.

40% increase in executive level positions from 2014 – 2017.
2x The Global Average representation on boards compared to the global universe of companies.*

Data compiled by Bloomberg from public filings.

230 companies
36 countries and regions
10 sectors
7 million women
USD9 trillion value

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Company headquarters

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Contact us

If you are interested in more information or would like to submit data on behalf of your company, please email: GEI@bloomberg.net

bloomberg.com/GEI