



Invest in a more equal future.



2019 Bloomberg Gender-Equality Index

Message from Michael R. Bloomberg

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About the Index

2019 GEI Companies

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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,

A handwritten signature in black ink that reads "Michael R. Bloomberg".

Michael R. Bloomberg

About the Framework

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	26% of corporate board seats
35% of middle management	43% of promotions
26% of senior management	38% of revenue-producing roles
7% of chairs/CEOs	25% of IT/Engineering roles

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

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

Section 2

Policies and Benefits

Company Paid Parental Leave (Global average)

9 weeks for primary caregiver

2 weeks for secondary caregiver

Company Paid Parental Leave (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

Career Development

The percentage of employees enrolled in the following programs that are women:

Mentoring: **53%** Sponsorship: **55%** Executive Coaching: **40%**

Section 2 also includes other measures of a company’s investment in its people and its culture including employee resource groups, child and elder care resources, workplace flexibility options, and the independence of sexual harassment allegation investigations.

“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 Zijderveld
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

“We’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

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

"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
Clorox

"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."

Susan Salka
President & CEO
AMN Healthcare

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

"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

"If you don't reflect your communities, if you don't reflect the customers you serve, you're not going to be optimizing your business performance."

Susan Story
President & CEO
American Water

"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

"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

“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.



About the Index

Investors are waking up to the power of women.

The Bloomberg Terminal is the only place investors can find comprehensive, comparable information for individual data points related to gender equality at publicly-held companies.

In addition to making this data available on a company’s investment profile, Bloomberg developed an index to track the performance of those companies most committed to transparency in gender reporting and to advancing women globally. As investor demand for ESG products increases, the Index represents an important opportunity for companies to attract new capital and widen their investor base.

Inclusion in Bloomberg’s Gender-Equality Index has become the gold seal for companies around the world to publicly demonstrate their commitment to equality and advancing women in the workplace. The 2019 index includes 230 leaders employing seven million women around the world.

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.
AIA 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
Bank of America
Bank of Montreal
Bank of Queensland
Barclays
BB Seguridade Participações S.A.
BBVA
BNP Paribas
BNY Mellon
Boston Scientific Corporation
BT Group PLC
BYD 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
Dai Nippon Printing Co. Ltd.
Daiwa House Industry Co. 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
Enagás S.A.
Enbridge
Erste Group Bank AG
The Estée Lauder Companies
Etsy
Euronav NV
Eversource 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
Nidec Corporation
Nielsen
NiSource
NN Group
Nokia
Nordea Bank
Northern Trust Corp
NTT DOCOMO
NVIDIA
Old National Bancorp
Orange
Pampa Energía
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
SSE 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
Tahoe Resources, Inc.
Taylor Morrison
TD Bank Group
Teck
Telefónica
Telia Company
Terna
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
Willis Towers Watson
WPP
Yum China Holdings, Inc.
Yum! Brands, Inc.
Zillow Group, Inc.
Zurich Insurance
Zynga, Inc.

Putting Gender Equality on the Map

230

companies

15 million

employees

36

countries and regions

7 million

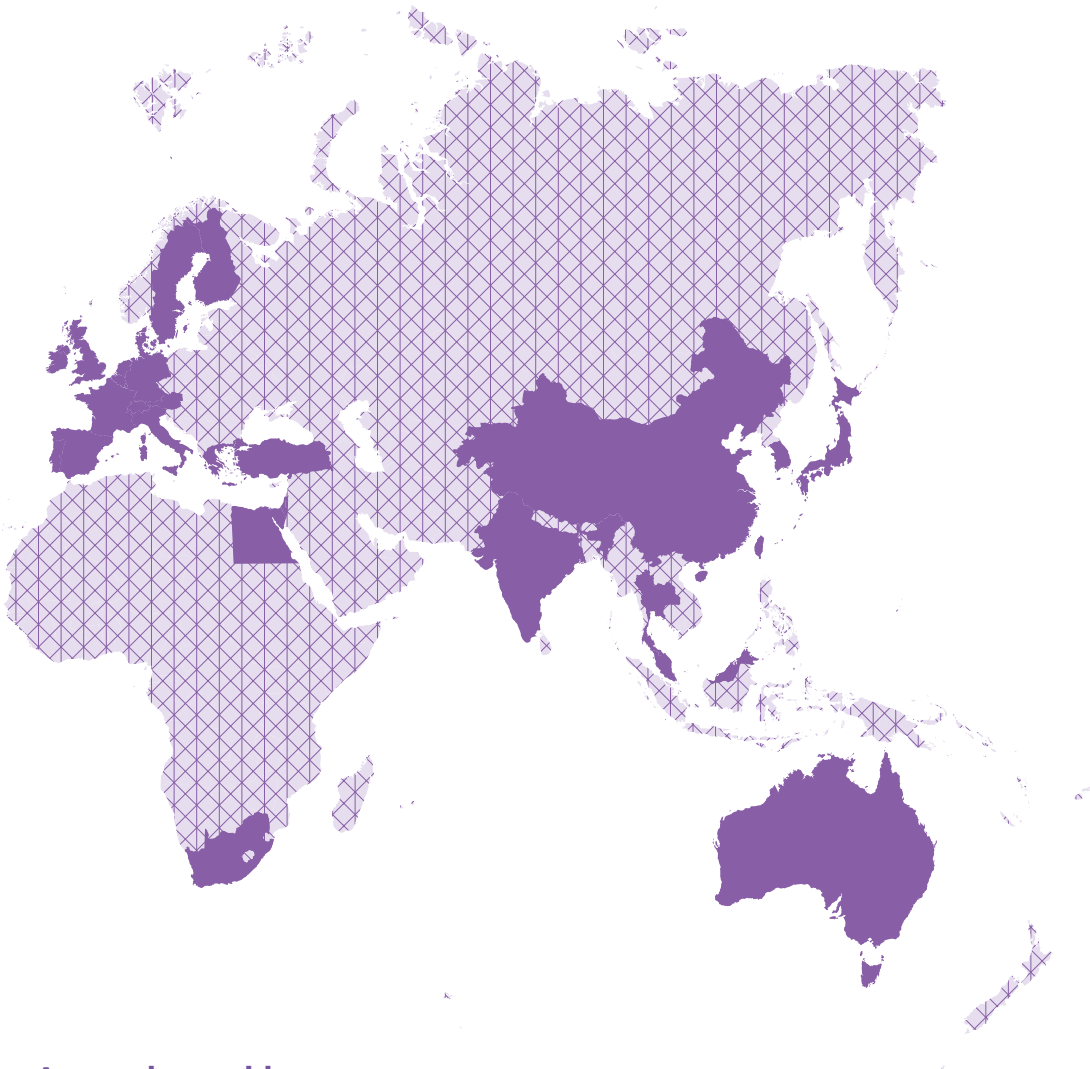
women

10

sectors

USD9 trillion

value



Across the world, more women are making it to the c-suite and boardroom.



*Data compiled by Bloomberg from public filings

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