Invest in a more equal future.
2020 Bloomberg Gender-Equality Index

Message from Peter T. Grauer
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At Bloomberg, we bring transparency to the markets. That’s why we created the Bloomberg Gender-Equality Index (GEI): to offer investors visibility into a previously opaque area of environmental, social and governance (ESG) reporting from public companies. Since we launched the GEI, we have seen gender reporting evolve from simple disclosures of the number of female board members to more in-depth metrics like the percentage of female promotions and the likelihood of women returning to their firm after parental leave.

The 2020 Index represents 325 global companies spanning 50 industries, headquartered across 42 countries and regions. I’m proud to see that the Index has expanded this year – up from 230 companies last year – especially in terms of its geographic reach. For the first time, firms based in countries including the Czech Republic, New Zealand, Norway, the Philippines, Poland, and Russia are reporting gender-related data, signaling the truly global nature of this important issue.

The continued growth of the GEI further underscores the investor demand for this type of ESG data. Gender diversity is a business imperative. For companies, a commitment to gender inclusion creates a supportive work environment, which, in turn, fosters increased productivity and collaboration between employees with different backgrounds and perspectives. Ultimately, this sparks innovation and drives better business performance.

I’d like to thank all of the companies that have disclosed their gender-related data and are thereby helping us expand the ESG data universe to increase market transparency and efficiency.

Sincerely,

Peter T. Grauer, Chairman
In today’s environment, it’s never been more critical for a company to be able to demonstrate how it is advancing women in the workplace, the value of its products and its impact on society.

Bloomberg’s gender reporting framework is an 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 five dimensions: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brand.

Through disclosure of gender-related metrics, the firms included in the 2020 GEI have provided a comprehensive look at their investment in workplace gender equality and communities in which they operate.

The following pages comprise highlights from the 2020 GEI, based on gender data disclosed by firms included in the 2020 index for fiscal year 2018.
Section 1
Female Leadership and Talent Pipeline

Female Representation by Level
Women represent 43% of the total workforce and:

- 44% of new hires
- 37% of middle management
- 27% of senior management
- 19% of executives
- 6% of CEOs
- 28% of corporate board seats
- 44% of promotions
- 28% of top 10% compensated employees

Employer Diversity Goals
- 64% have a Chief Diversity Officer
- 71% have a targeted recruiting strategy for women
- 39% have public targets to increase female leadership

Turnover
- 42% of employees that left the company were women
- 82% retention rate for both female and male employees

“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

“Diversity is all about the pipeline. And it’s not just about gender, but about all forms of diversity.”
Mary Barra
Chairman & CEO
General Motors

“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 CEO
Standard Chartered
Section 2
Equal Pay and Gender Pay Parity

**Equal Pay**

61% of companies conduct equal pay reviews

27% of companies report their global pay gap metrics in corporate reports

**Gender Pay Gap**

19% median gender pay gap

23% mean gender pay gap

16% of companies have public action plans to close their gender pay gaps

“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
CEO
Avon Products

“In our role as job creators, we can promote equal opportunities when it comes to issues like salary and working conditions. And, by disclosing our impacts, we help make the good fight more transparent.”

Guilherme Loureiro
President & CEO
Walmart de México y Centroamérica

“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
### Inclusive Culture

#### Company Paid Parental Leave (Global average*)
- 9 weeks for primary caregiver at any location
- 3 weeks for secondary caregiver at any location

*Based on companies that disclosed their global minimum for paid parental leave

#### Company Paid Parental Leave (U.S. average)
- 10 weeks of primary caregiver leave offered and 8 weeks of leave used
- 4 weeks of secondary caregiver leave offered and 3 weeks of leave used

#### Manage Accountability
- 80% conduct surveys on employee engagement
- 75% have employee resource groups for women
- 54% require gender-diverse slates for all management roles
- 45% include Diversity and Inclusion goals in senior management performance reviews
- 57% train managers on unconscious bias

#### Family and Health Benefits
- 69% provide designated on-site lactation rooms
- 51% provide adoption assistance
- 44% cover fertility services
- 23% cover egg freezing
- 52% cover contraception
- 39% cover gender reassignment

#### Family Care
- 49% provide child care subsidy or back-up child care services
- 36% provide elder care subsidy or back-up elder care services
- 88% offer flexible work schedules
- 82% offer flexible work locations

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*“The willingness to give time off and make it easy for women to come back without any stigma – that is very important.”*

Piyush Gupta
CEO, DBS Bank
Section 4
Sexual Harassment Policies

Policies and Training

81% have a public anti-sexual harassment policy

1 year is average frequency for sexual harassment training

63% utilize an independent investigator for sexual harassment claims

“Gender equality is fundamental to our People First philosophy, which is centered around Fair, Care and Pride. We strive to create a workplace that encourages all of our employees to succeed, irrespective of gender. Our people are key to the future success of our business.”

Joey Wat
CEO
Yum China

“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
Chairman & CEO
Wells Fargo & Company

“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
Chairman & CEO, AMN Healthcare
## Support for Women in the Community

### Advertising

78% evaluate all advertising and marketing content for gender biases prior to publication

### Labor Force Participation

33% have formal programs to recruit women aspiring to return to work after a career break

### Customers

70% track customer base by gender*

57% track customer satisfaction by gender*

47% measure the retention of female customers*

55% allocate resources to acquire and retain female clients*

53% provide financial products specifically to women-owned businesses*

31% track repayment rates by gender*

### Education

60% conduct or sponsor financial education programs for women

46% conduct or sponsor women’s health education programs

64% conduct or sponsor STEM education programs

### Public Support

64% donate to a non-profit organization with the primary mission of advocating for gender equality in the workplace

25% are signatories to the UN Women’s Empowerment Principals

49% are signatories to the UN Global Compact

### Products and Vendors

59% have products targeted towards women to help to achieve gender equality*

48% have a supplier diversity program that includes women-owned businesses*

*Where applicable based on corporate business model and/or industry

“*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
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 financial performance of those companies committed to supporting gender equality through policy development, representation, and transparency.

As investor demand for ESG products increases, the Index represents an important opportunity for companies to attract new capital and widen their investor base.
2020 GEI Companies

The 2020 Bloomberg Gender-Equality Index includes 325 companies across 50 industries headquartered in 42 countries and regions.

2U, Inc.
A.P. Møller - Mærsk A/S
Aareal Bank AG
Accenture
ACEA S.p.A.
Adobe
ADP
Advanced Micro Devices, Inc.
ÅF Pöyry
Aflac
Aggreko
AIA Group Limited
Albemarle Corporation
Alcoa Corporation
Algonquin Power & Utilities Corp.
Alliance Data Systems Corporation
Allianz
Alliant Energy
Alpha Bank
alstria office REIT-AG
American Electric Power
American Express
American Water Works Co. Inc.
Ameriprise Financial, Inc.
AMN Healthcare Services, Inc.
Anglo American Platinum Limited
AngloGold Ashanti
Annaly Capital Management, Inc.
Anthem, Inc.
Aroundtown S.A.
Ascential PLC
AstraZeneca
AT&T
AU Optronics
Aurora Cannabis Inc.
Autodesk Inc.
Aviva PLC
Avon Products Inc.
AXA Group
BBVA
Bradesco
Banco Comercial Português, S.A.
Banco Santander
Bank of America
BMO Financial Group
Bank Polska Kasa Opieki S.A.
Bankia S.A.
Barclays
Bayer AG
BB Seguros
Becton Dickinson & Co.

Berkshire Bank
Best Buy Co., Inc.
BNP Paribas
BorgWarner Inc.
Boston Scientific
Box Inc.
Bright Horizons
BURSA MALAYSIA BERHAD
CAE
CaixaBank
Campbell Soup Company
Canadian Imperial Bank of Commerce
Capital One Financial Corporation
Cargotec Corporation
CBRE
Centene Corporation
Challenger Limited
China Life Insurance Co., Ltd.
Chipotle Mexican Grill
Cie de Saint-Gobain
Citigroup, Inc.
City Developments Limited
The Coca-Cola Company
Coca-Cola FEMSA
Commercial International Bank, Egypt (CIB)
Commonwealth Bank of Australia
Core Laboratories
Credit Suisse
Daiwa House Industry Co. Ltd.
Danone
Danske Bank A/S
DBS Ltd.
Deutsche Börse AG
Deutsche Post DHL Group
Deutsche Telekom AG
Diageo PLC
DKSH
Dr Reddy’s Laboratories
DuPont
Ecolab Inc.
EDPR
Elisa
Enagás S.A.
Enbridge
Endesa S.A.
Enel S.p.A.
EQUINOR ASA
Erste Group Bank AG
Estée Lauder Companies
Etsy
EURONAV NV
Eversource Energy
Evertec
Exxaro Resources Ltd.
FERROVIAL
Fifth Third Bancorp
First Data
First Horizon National Corp.
First Pacific Company Ltd.
FirstEnergy Corporation
Contact us

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