

2020



Bloomberg

Gender-Equality
Index

Invest in a more equal future.

2020 Bloomberg Gender-Equality Index

Message from Peter T. Grauer

About the Framework

2020 GEI Highlights

About the Index

2020 GEI Companies

Message from Peter T. Grauer

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



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 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

6% of CEOs

37% of middle management

28% of corporate board seats

27% of senior management

44% of promotions

19% of executives

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

Section 3

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

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

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

“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

63% utilize an independent investigator for sexual harassment claims

1 year is average frequency for sexual harassment training

“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

Section 5

Support for Women in the Community

Advertising

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

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*

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

Labor Force Participation

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

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

"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
Alliant Energy
Allianz
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
Evertac
Exxaro Resources Ltd.
FERROVIAL
Fifth Third Bancorp
First Data
First Horizon National Corp.
First Pacific Company Ltd.
FirstEnergy Corporation

Fisher & Paykel Healthcare Corporation Limited
Ford Motor Company
Franklin Templeton
Galapagos
Galp Energia SGPS S.A.
Gap Inc.
General Motors
Gold Fields
Goldman Sachs
Grand City Properties S.A.
Grupo Financiero Banorte
Grupo Televisa, S.A.B.
Harmony Gold Mining Company Limited
The Hartford
Healthpeak Properties Inc.
Hellenic Telecommunications Organization
Hera S.p.A.
Hess Corporation
Hewlett Packard Enterprise
Hong Kong Exchanges and Clearing Limited
Horace Mann
HSBC Holdings PLC
Humana Inc.
IAMGOLD Corporation
Iberdrola
Illumina, Inc.
Impala Platinum Holdings Limited
Incitec Pivot Limited
Indra
INDITEX
ING
Ingredion Inc.
Intel Corporation
International Game Technology PLC
The Interpublic Group
Intesa Sanpaolo
Intuit
ICL - Israel Chemicals Ltd.
Itaú Unibanco Holding S.A.
Janus Henderson Group PLC
Jones Lang LaSalle
JPMorgan Chase & Co.
Jyske Bank Group
Kao Corporation
KASIKORNBANK PUBLIC COMPANY LIMITED
KB Financial Group
Kering
KeyCorp
Kilroy Realty Corporation
Kinaxis
Kumba Iron Ore
L3Harris Technologies Inc.
Legal & General Group PLC
LendingClub
Lenovo
Lions Gate Entertainment
Lloyds Banking Group
L'Oréal
lululemon athletica Inc.
Lundin Petroleum

Malayan Banking Berhad
Manulife Financial Corporation
Marriott International
Marsh & McLennan Companies
Mastercard
Maxim Integrated Products, Inc.
Mediobanca
Merck and Co., Inc.
MetLife, Inc.
MFA Financial, Inc.
Mitsubishi UFJ Financial Group, Inc.
Mizuho Financial Group, Inc.
MONETA Money Bank, a.s.
Moody's Corporation
Morgan Stanley
Morningstar, Inc.
MS&AD Insurance Group Holdings, Inc.
National Australia Bank
National Bank of Canada
National Bank of Greece
Natixis S.A.
Nestlé S.A.
NetEase, Inc.
Newmont Corp
NEXITY
NH Hotel Group
nib holdings limited
Nielsen
Nine Entertainment Co. Holdings Ltd.
NiSource Inc.
NN Group
Nokia
Nomura Holdings, Inc.
Nordea Bank Abp
Northern Trust Corp.
Norwegian Finans Holding ASA
Novartis
NTT DOCOMO, Inc.
Nuance Communications, Inc.
NVIDIA
Odontoprev S.A.
Old National Bank
Omega Healthcare Investors, Inc.
ON Semiconductor
Pampa Energia
Pan Pacific International Holdings Corp.
Parex Resources Inc.
PayPal
Pearson
Pennon Group
Pitney Bowes Inc.
The PNC Financial Services Group
Portland General Electric
Poste Italiane
Praxair, Inc.
Precinct Properties NZ Limited
Primerica, Inc.
Procter & Gamble
Publicis Groupe
QBE Insurance Group Limited

Radian Group Inc.
Rapid7
Regional S.A. de CV.
RELX Group
REPSOL
Robert Half International
ROBINSONS LAND CORPORATION
PJSC Rostelecom
RBC Royal Bank
Royal Bank of Scotland Group PLC
RWE AG
S&P Global
Sanderson Farms, Inc.
SAP
Sberbank
Scentre Group
Schneider Electric
Scholastic Corp.
Schroders
Sempra Energy
Seven Generations Energy Ltd.
Severn Trent
Shinhan Financial Group
Shinsei Bank
Sibanye-Stillwater
Siemens Gamesa Renewable Energy, S.A.
Signet Jewelers Ltd.
Singapore Exchange Limited
Singtel
Site Centers
SM Investments Corporation
Snam S.p.A.
SOCIETE GENERALE
SODEXO
Spin Master
SSE PLC
Standard Chartered
Standard Life Aberdeen
Stantec
State Street Corporation
STMicroelectronics
Sumitomo Mitsui Financial Group
Sumitomo Mitsui Trust Holdings
Sun Life
Silicon Valley Bank
Swedbank AB
Swiss Re
Taylor Morrison Home Corporation
TC Energy Corporation
TechMahindra Private Ltd.
Teck Resources Limited
Telefónica Deutschland Holding AG
TELEFONICA
Telia Company
Terna S.p.A.
BNY Mellon
Scotiabank
Tieto
TD Bank
TransAlta Corporation
Türkiye Garanti Bankası A.Ş.
Türkiye Vakıflar Bankası T.A.O.
Uber Technologies Inc.
UBS
UniCredit Group
Unilever
UBI Banca S.p.A.
United Overseas Bank Limited
Unum Group
UPM-Kymmene Oyj
Valero Energy Corporation
Ventas
Visa Inc.
Vodafone Group
Voya Financial
Walmart de México y Centroamérica
Walmart, Inc.
Wells Fargo & Company
Welltower Inc.
WESCO International
Western Union
Westpac Banking Corporation
Weyerhaeuser
Willis Towers Watson
Wipro Ltd.
WPP
Wright Medical Group N.V.
WW International, Inc.
Xero Limited
Yuanta Financial Holding Co., Ltd.
Yum China
Zillow
Zurich Insurance Company Ltd.
Zynga Inc.

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](https://www.bloomberg.com/GEI)