

2019 Gender-Equality Index Survey

The following pages outline the annual Bloomberg GEI survey, which is used to determine index membership.

Section 1:

Internal employment & female management statistics

1. How many women are on the company's board?
2. What percentage of the company's board is composed of women?
3. Is the company's current Chairperson or equivalent position held by a woman?
4. Is the company's current CEO or equivalent position held by a woman?
5. What percentage of the company's named executive officers are women?
6. What percentage of a company's senior management are women?
7. What percentage of the company's middle/other management are women?
8. What percentage of the company's total employee workforce are women?
9. What percentage of the company's top 10% compensated employees are women?
10. What percentage of the company's IT and Engineering workforce are women?
11. What percentage of the company's total United States employee base are multi-cultural women?
12. Of employees promoted during FY2017, what percentage were women?
13. What percentage of new hires in FY2017 were women?
14. What percentage of employees that left the company during FY2017 were women?
15. What is the median tenure (in years) of the company's female employees?
16. What is the median tenure (in years) of the company's male employees?
17. Does the company have a Chief Diversity Officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion initiatives?
18. What percentage of revenue-producing roles are held by women?
19. Did the company perform an internal or external compensation audit during FY2017 to identify gender-based variations in pay?
 - 19a. If a disparity was identified, did the company take steps to address it?
20. What is the company's mean gender pay gap?
21. What is the company's median gender pay gap?
22. What is the company's proportion of women in the top pay quartile?
23. What is the company's proportion of women in the upper middle pay quartile?
24. What is the company's proportion of women in the lower middle pay quartile?
25. What is the company's proportion of women in the lower pay quartile?
26. Does the company disclose a quantitative gender pay gap breakout in public filings?

Section 2:

Internal policies supporting a gender-equal workplace

- 27. What is the minimum fully paid maternity/primary leave in weeks, available to employees globally?
 - 28. What is the minimum fully paid paternity/secondary leave in weeks, available to employees globally?
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If the company has employees based in the United States:

- 29. For U.S. Employees only, does the company offer fully paid maternity/primary leave?
 - 29a. For U.S. Employees only, how many weeks of fully paid maternity/primary leave does the company offer?
 - 29b. For U.S. Employees only, for those employees that returned from maternity/primary leave during FY2017, what was the average number of weeks taken?
 - 30. For U.S. Employees only, does the company offer fully paid paternity/secondary leave?
 - 30a. For U.S. Employees only, how many weeks of fully paid paternity/secondary leave does the company offer?
 - 30b. For U.S. Employees only, for those employees that returned from paternity/secondary leave during FY2017, what was the average number of weeks taken?
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For employees that are not covered by government programs, and in countries where services are available:

- 31. Does the company offer a return-to-work program for employees returning from maternity/primary leave?
- 32. Does the company provide family care benefits/services?
If yes, does the company offer the following (for family care, this includes child care, elder care, etc.):
 - 32a. Back-up care
 - 32b. Care subsidy
 - 32c. On-site care (child care)
 - 32d. Referral service
 - 32e. Other
- 33. Does the company provide adoption assistance?
- 34. Does the company offer insurance coverage for contraception?
- 35. Does the company offer insurance coverage for fertility services?
- 36. Does the company offer insurance coverage for egg-freezing as a part of its benefits plan?
- 37. Does the company offer gender reassignment insurance coverage?
- 38. Does the company offer an option to control and/or vary the start/end times of the workday or workweek (e.g., flextime)?
- 39. Does the company offer an option to control and/or vary the location where employees work from (e.g., telecommuting)?

40. Does the company have Employee Resource Groups or 'Communities' for women?
 41. What is the percentage of women employees of total participants in development programs?
 42. What is the percentage of women employees of total participants in mentoring programs?
 43. What is the percentage of women employees of total participants in executive coaching programs?
 44. What is the percentage of women employees of total participants in formal sponsorship programs?
 45. Does the company use a recruiting strategy to increase women hires?
 46. Does the company require a gender-diverse slate of candidates for management roles?
 47. Do senior managers have clear diversity and inclusion goals included as part of their annual performance reviews?
 48. Does the company train managers on eliminating unconscious bias?
 49. Does the company utilize an impartial third-party investigator to evaluate all sexual harassment allegations?
 50. Does the company prohibit inclusion of a confidentiality provision (or silencing agreement) in sexual harassment settlement agreements?
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Section 3:

Public support for women in the community

51. Does the company conduct and/or sponsor any financial-education programs targeting women (non-employees and non-clients)?
52. Does the company conduct and/or sponsor any health and/or insurance-education programs targeting women (non-employees and non-clients)?
53. In the last 7-10 years, has the company lobbied directly in support of, or does the company belong to corporate or civic organizations that lobbied in support of, any of the legislation listed below?
 - Lilly Ledbetter Fair Pay Act (US)
 - Paycheck Fairness Act (US)
 - Fair Employment Protection Act of 2014 (US)
 - Healthy Families Act (US)
 - The 21st Century Women's Health Act (US)
 - Federal Employees Paid Parental Leave Act (US)
 - Violence Against Women Reauthorization Act (US)
 - Family and Medical Insurance Leave (FAMILY) Act (US)
 - Pregnant Workers Fairness Act (US)
 - Schedules that Work Act (US)
 - Strong Start for America's Children Act (US)
 - Protect Women's Health from Corporate Interference Act (US)
 - Equality Act 2010 (UK)
 - Equal Treatment Directive 2006 (EU)
 - Workplace Gender Equality Act 2012 (AU)
 - Employment Promotion Law of the People's Republic of China 2007 (CH)
 - The Employment Equity Amendment Act 47 of 2013 (SA)

54. Is the company a signatory to, or is the CEO/Chair a member of any organization(s) in which the primary mission is to advocate for gender equality?

Some examples are: Member of the 30% Club, Signatory to the UN Empowerment Principles, Signatory to the Women in Finance Charter

55. In the most recent fiscal year, has the company, CEO, Chair, or equivalent given monetary support to any non-profit organization(s) with a primary mission of advocating for gender equality in the workplace?

56. Does the company have a program in place for recruiting women looking to transition back to the workforce after taking a career break?

Section 4:

Product offerings supporting women

57. Does the company have a Supplier Diversity program that includes women suppliers/vendors?

58. Does the company employ suppliers/vendors that advance gender equality through their product and service offerings?

59. Has the company taken measures to ensure that all products, services, and facilities are not used for any form of exploitation or abuse of women?

60. Does the company evaluate all advertising and marketing content for gender biases prior to publication?

If the company has a retail customer base:

61. Does the company measure the retention of women clients in any of its businesses?

62. Has the company allocated specific resources for both retaining and increasing the percentage of women clients in any of its businesses?

63. Does the company offer/fund any products targeting women clients designed to benefit women's health, wellbeing, safety, educational opportunities, career advancement, or other means of achieving gender equality?

64. Does the company track the client base by gender?

65. Does the company disaggregate customer satisfaction feedback by gender?

If the company provides financial services:

66. Does the company offer/fund any lending, savings, or other financial products specifically for women-owned businesses - micro, small or other?

67. Where applicable, does the company track repayment rates by gender?