

2018 Bloomberg Gender-Equality Index

Invest in a more equal future



“We are encouraged by the significant expansion of this year’s index, and by the leadership each of our member firms has demonstrated. Their commitments to building diverse and inclusive work environments are setting new standards around the globe and raising awareness around the challenges all of our organizations face.”

Peter T. Grauer
Chairman of Bloomberg
and Founding Chairman
of the U.S. 30% Club



Message from Michael R. Bloomberg

At Bloomberg, we arm investors with industry-leading market data and analysis. Doing that requires us to continually identify - and bring clarity to - opaque areas of the market, including environmental, social, and governance (ESG) information.

Investors increasingly turn to these areas to evaluate reputation, value, and performance. For some time, we have worked to capture this type of data for the benefit of our clients and the marketplace, and we are always looking for better ways to do that.

One area that has been especially lacking in transparency is gender equality. Evidence continues to show that gender-equality policies and practices can benefit a company’s productivity, decision making, ability to attract and retain talent, and its financial performance. Yet there is a lack of available data that organizations and investors can draw upon to assess the gender-equality performance.

We set out to change that when we launched the Bloomberg Financial Services Gender-Equality Index (BFGEI). The Index is a first-of-its-kind performance barometer for the industry. Rather than relying exclusively on limited public data, we ask companies directly about the policies and practices they are undertaking and the goals they are setting and achieving. The data they provide helps investors make smart decisions.

Of course, the challenges related to achieving gender equality are not unique to the financial services industry. To broaden our reach, in 2018 we launched a Gender-Equality Index to provide firms across industries and the globe an opportunity to disclose and showcase their efforts in working toward gender equality. Today, the GEI is comprised of over 100 firms headquartered in 24 countries and regions that have demonstrated their commitment to both transparency and workplace equality. The Index provides investors with comparative information on gender equality at a time when increasing attention is paid to the business impact of such policies and practices.

Sincerely,


Michael R. Bloomberg

2018 GEI Members

The 2018 Bloomberg Gender-Equality Index is comprised of 104 companies across all sectors.

Accenture
AIA Group
Allianz
American Express
AMN Healthcare Services
Annaly Capital Management
ANZ
AT&T
AU Optronics
AXA
Banco Santander
Banco Santander Chile
Bank of America
Bank of Montreal
Bank of Queensland
Barclays
BB Seguridade Participações
BBVA
BNP PARIBAS
BNY Mellon
CA Technologies
CIBC
Citigroup
City Developments Limited
The Clorox Company
Core Laboratories

CVS Health
Daiwa Securities Group
DaVita
DBS
Deutsche Post
Deutsche Telekom
Diageo
Dominion Energy
Dr. Reddy's Laboratories
DuPont
The Estée Lauder Companies
Euronav
Fifth Third Bank
First Data
First Horizon
Fortescue Metals Group
Franklin Resources
Gap Inc.
GoDaddy
Grupo Financiero Banorte
The Hartford
Iberdrola
ING
Ingredion
Intesa Sanpaolo
Itaú Unibanco



JPMorgan Chase & Co.
Kering
Leidos
Lions Gate Entertainment
L'Oréal
Mastercard
Maybank
MetLife
Mitsubishi UFJ Financial Group
Mizuho Financial Group
Morgan Stanley
MS&AD Insurance Group Holdings
National Australia Bank
National Bank of Greece
Nidec
NiSource
Nordea Bank
Northern Trust
NTT DOCOMO
NVIDIA
Old National Bank
PNC Financial Services Group
Praxair
Prudential
QBE Insurance
Recruit Holdings

Rogers Communications
RBC
RBS
Schneider Electric
Scholastic
Scotiabank
Sodexo
SSE
Standard Chartered
STMicroelectronics
Sun Life Financial
Swedbank
Teck Resources
Telefónica
TD Bank
TransCanada
Türkiye Garanti Bankası
UBS
Visa
Voya Financial
Walmart de México
Westpac
Weyerhaeuser
Yum! Brands
Zillow Group, Inc.
Zurich Insurance

About the index

Bloomberg Gender-Equality Index (GEI)

Overview

The Bloomberg Gender-Equality Index (GEI) is the world's only comprehensive investment-quality data source on gender equality. As more investors seek out ESG-related investments, the Bloomberg GEI represents an important opportunity for corporations to attract new capital and widen their investor base. The index considers internal company statistics, employee policies, external community support and engagement, and gender-conscious product offerings.

Purpose

The Bloomberg GEI was created to bring transparency to the opaque arena of social data. Investors and companies increasingly rely on environmental, social and governance (ESG) information to evaluate reputation, risk and performance, and the GEI arms investors with standardized, comparative information that is not available anywhere else. The GEI provides companies with the only opportunity to show more than 320,000 investment professionals how they are advancing women in the workplace.

Membership

The Bloomberg GEI is comprised of companies that have scored above a globally-established threshold designed to encourage disclosure and reward companies committed to transparency. All companies with a market capitalization of USD 1B or greater that have at least one security trading on a U.S. exchange are evaluated for membership. The GEI is global and sector neutral, representing companies across all sectors and geographies.



Kiersten Barnet, Deputy Chief of Staff to the Chairman and Manager of the Gender-Equality Index at Bloomberg LP



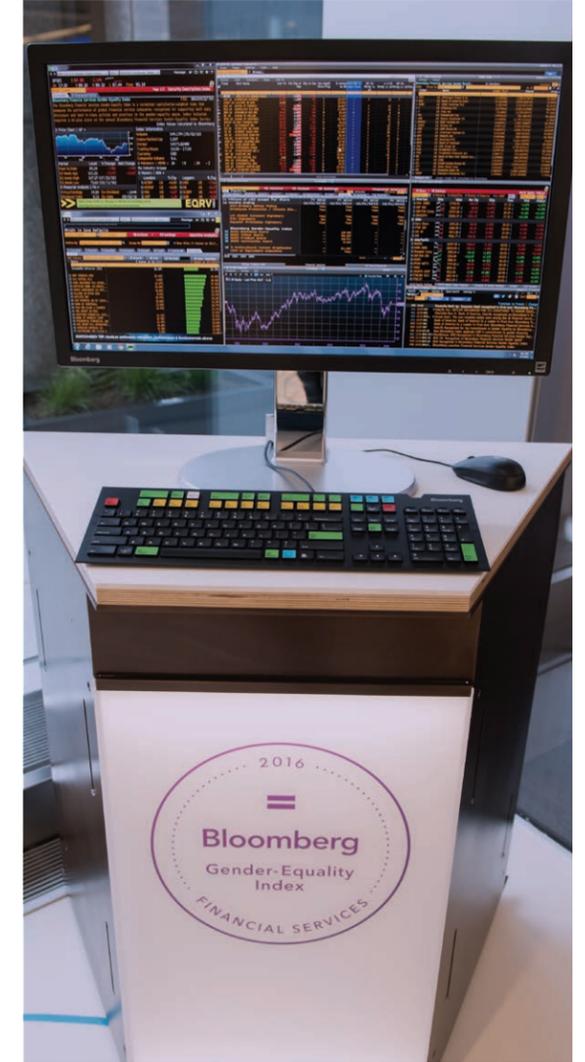
Survey

Gender equality information is not widely available in public filings. To fill this gap, Bloomberg created a survey that provides a standardized framework for measuring various gender equality data points within a company. The information submitted through the survey is then added to a company's investment profile on the Bloomberg Terminal. By working directly with companies, Bloomberg ensures only accurate and verified data is displayed to investors.

Bloomberg

The GEI reflects the powerful position from which Bloomberg operates at the intersection of media, issuers and investors. The index is an extension of Bloomberg's mission to provide independent, reliable data to global market participants as well as to raise awareness of critical issues affecting businesses around the world.

Bloomberg is the leading provider of financial news and information globally. The company's strength – delivering data, news and analytics through innovative technology, quickly and accurately – is at the core of the Bloomberg Terminal, which provides real-time financial information to more than 320,000 subscribers globally.



Annual GEI Survey

The following pages outline the annual Bloomberg Gender-Equality Index 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?

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?

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?

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:

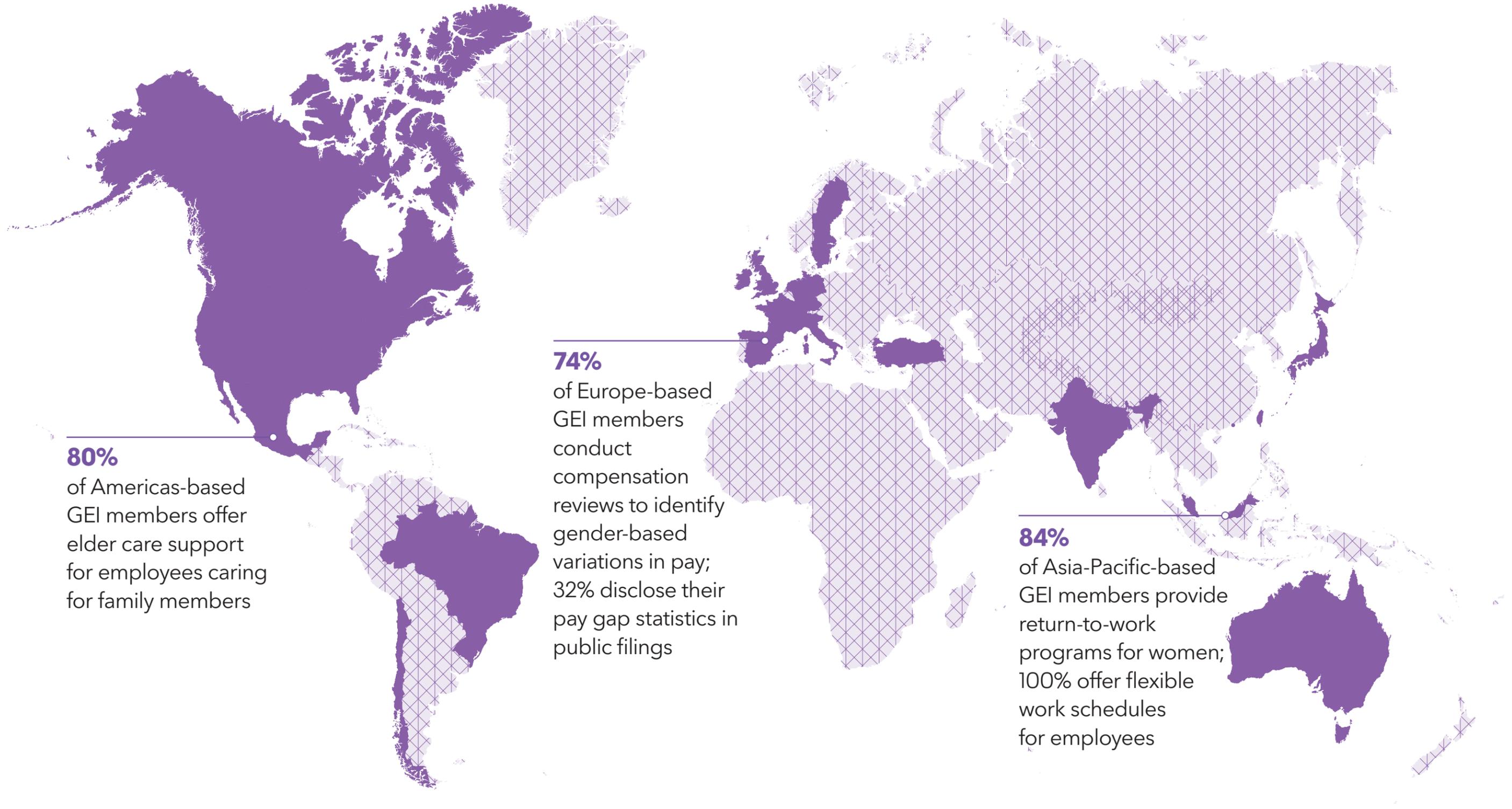
61. Does the company measure the retention of women clients in any of its businesses?
62. Has the company allocated specific resources for both retaining and increasing the percentage of women clients in any of its businesses?
63. Does the company offer/fund any products targeting women clients designed 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?

How GEI members address gender issues around the globe

The 2018 GEI represents companies headquartered in 24 countries and regions.



80%
of Americas-based
GEI members offer
elder care support
for employees caring
for family members

74%
of Europe-based
GEI members
conduct
compensation
reviews to identify
gender-based
variations in pay;
32% disclose their
pay gap statistics in
public filings

84%
of Asia-Pacific-based
GEI members provide
return-to-work
programs for women;
100% offer flexible
work schedules
for employees

Women in GEI member firms



Comprise **46%** of the workforce on average



Hold **26%** of senior leadership positions and **19%** of executive officer roles



Have a **26.2%** representation on boards, compared to an average of **12.7%** in the ESG universe of coverage*



Earned **46%** of promotions in 2016



Had a **33.5%** increase in executive level positions from fiscal year 2014 to 2016*

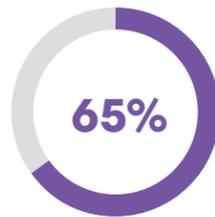
2018 GEI members



Hire a third-party independent investigator to evaluate all sexual harassment allegations made by employees



Evaluate all advertising and marketing content for gender biases prior to publication



Are signatories to or members of organizations advocating for gender equality

Data compiled by Bloomberg from the Bloomberg Gender-Equality Index Survey

* Data compiled by Bloomberg from public filings



Contact us

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

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